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JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - January 14, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

DOCUMENTS DEPT.

FEB 08 1999

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1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused because of illness.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Joseph C. Asaro
Joanne Hayes-White

- Management Services
- Training
- Support Services

Chief Officers - Staff:

Kevin D. Taylor
Richard C. Shortall

- Fire Prevention (Acting)
- Emergency Medical Services

Chief Officers - Firefighting Services:

Bernie F. Lee
Gary L. Musante
Aaron C. Stevenson

- Division 1
- Division 2
- Division 3

Acting President Roff commented that President Fernandez-Pifer will be absent for the next three meetings for health reasons and he will be presiding. On behalf of his colleagues he wished her a speedy recovery.

2. Approval of the minutes of the Regular Meeting of November 19, 1998.

Commissioner Roeca moved and Commissioner Soulis seconded.

There were no questions or discussion and the minutes were approved as presented.

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3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

(Note: Mr. John Darmanin asked if this were the appropriate time to raise the question of correspondence, any correspondence received by the Fire Commission. Secretary Connors said these were action items and correspondence is not referenced as part of the Consent Calendar. The appropriate time for such remarks would be under the Public Comment section of tonight's calendar.)

A) Retirement

Communication received from Retirement Board indicating the following member has retired:

	<u>Retirement Date</u>
Naines, Ralph	December 23, 1998
H2 Firefighter	Service

(Note: Retirement Certificate will be presented at Fire Commission meeting of February 25, 1999)

B) Monthly Report - Training

Submitting monthly report from Division of Training for December, 1998.

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during November, 1998.

D) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during November, 1998.

E) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - DECEMBER 19, 1998

H2 Firefighter

Shirley S. Szela

3. CONSENT CALENDAR

F) Suspensions

Reporting suspensions of the following:

Lieutenant Fred Hubbard, Engine 35 , for two calendar days (September 18-19, 1999), for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

Lieutenant Fred Leidecker, Fireboat 1, for two calendar days (January 16-17, 1999), for violation of Section 3922 of the Rules and Regulations (Acts Detrimental to Welfare of Department).

Firefighter Kevin Kramer, Engine 36, for four calendar days, January 6-9, 1999 (three work days, January 6, 7 & 9), for violation of the Rules and Regulations as follows:

Section 3919 - Unacceptable Language
G.O. 91 A-2 - EEO Policy,

Discrimination Prohibited

Firefighter John Staudt, Truck 10, for four calendar days, January 4-7, 1999 (three work days, January 4, 5 & 7), for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

G) Leave of Absence

Submitting request for leave of absence with pay for Robert Fuller, Fire Protection Engineer, Bureau of Fire Prevention, for four days, December 7 through December 10, 1998, in order to attend a training class entitled "Technical Committee on Notification Appliances for Fire Alarm Systems" conducted by the National Fire Protection Association, at Tampa, Florida. The cost for tuition, transportation and lodging will be paid by Mr. Fuller. He will not be replaced.

3. CONSENT CALENDAR

H) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No. _____	Date _____	Serial No. _____	Category	Recommendation
Truck 14	98-9-097	11-14-98	603	C	File
Off: T/Lt. Michael Charlton; Drv: Michael Charlton; Tlr: FF David Sun					
Cause: Misjudged clearance - While Trk 14 was making a right-hand turn, tiller operator swung out too far causing the rear of the truck to contact a Muni coach					
Division 3	98-9-098	11-22-98	209	B	File
Off: T/CA David Frisella; Drv: C/A Tod Stephenson					
Cause: Premature door closure - Div 3 buggy was backing into quarters at Station 7 when an officer pushed the button to close the door while unaware that the Chief's buggy was backing into the station					
B.F.P.	98-9-099	11-23-98	101	A	File
Drv: Insp Jeffrey Chin					
Cause: Rear end collision - BFP vehicle was unable to stop in time at a red light due to slick roadway, causing a rear end collision					
Engine 38	98-9-100	11-24-98	576	A	File
Off: T/Lt. Walter Bertollo; Drv: FF Frank Kuntz					
Cause: Misjudged clearance - Eng 38, while backing out of quarters, struck a vehicle parked on the apron; guides were posted to stop street traffic					
Engine 24	98-9-101	11-24-98	518	A	File
Off: Lt. Mark Donnelly; Drv: FF Carl Drake					
Cause: Misjudged clearance - Eng 24, while responding to an incident, grazed a double parked vehicle					
Medic 1	98-9-102	11-30-98	726	B	Bill
Drv: Fire Rescue Paramedic John Grant					
Cause: Medic 1 was proceeding straight ahead when a vehicle changed lanes and struck Medic 1's right side					

3. CONSENT CALENDAR

H) Accidents (Continued)

Engine 6 98-9-103 12-01-98 563 C File
Off: Lt. John Del Bino; Drv: FF Dennis Tracy

Cause: Backing up - Eng 6, while backing up at an incident, struck a civilian vehicle; collision occurred as a result of miscommunication between the fire department's spotters and the vehicle's driver

Battalion 2 98-9-104 12-03-98 911 B Bill
Off: B/C Frank Cardinale; C/A John Vandervennet

Cause: Batt 2, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Batt 2's siren

Truck 9 98-9-105 12-03-98 607 A File
Off: Lt. Dennis Sutter; Drv: FF John Lopes; Tlr: FF Connie Guzman

Cause: Misjudged clearance - Trk 9 was maneuvering around the Pipeyard after an aerial ladder drill when it grazed an extended piece of pipe

Com. Center 98-9-106 12-04-98 305 B Bill
Off: B/C Franklin Dunn

Cause: Rear end collision - C/Ctr vehicle was stopped at an arterial stop sign when it was rear ended by another vehicle

Truck 13 98-9-107 12-04-98 611 A File
Off: Lt. James McDonagh; Drv: FF James Walker; Tlr: FF James Kimball

Cause: Trk 13 was backing out of a parking lot when its left outrigger section struck barrier protecting a light pole; guides were posted but were stopping traffic and pedestrians

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

3. CONSENT CALENDAR

H) Accidents (Continued)

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

I) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, October 31 through November 13, 1998, and November 14 through November 27, 1998.

J) Temporary Appointments

Reporting having made 340 temporary appointments October 31 through November 13, 1998, and 348 temporary appointments November 14 through November 27, 1998.

Commissioner Soulis moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "J" on the Consent Calendar were approved or ordered filed as appropriate.

4 REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted 16 letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Mechanics' Institute Library
57 Post Street
San Francisco, California 94104

December 22, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons.

We would like to thank your department for the safety meeting held at 57 Post Street on December 15 and 16. Lieutenant Juarez' presentation, responses, and demonstrations were well done and much appreciated by the staff of the Mechanics' Institute. In addition, his presentation was key in the success of this year's annual fire drill.

Sincerely,

/s/ MICHAEL SAVAGE
Building Manager

* * * * *

Note: The following 15 additional
typed letters of commendation are
included as part of Item 4.A)



3500

DEC 4 1998

Robert Demmons, Fire Chief
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like to extend my appreciation for San Francisco Fire Department's assistance and participation in the multi-agency firefighting exercise conducted October 2, 1998 at Alameda Point. The participation of Fireboat GUARDIAN was critical in our reaching the goals set for the drill.

The 1995 firefighting exercise in the Carquinez Straits stopped short of proving foam application could be sustained from vessels in open waters with the foam not straying from the desired landing zone. This critical portion of the Marine Firefighting Contingency Plan needed validation because the activity of the anchorages in San Francisco Bay necessitates that we be ready to respond to an incident in a "remote" area.

In the October 1998 drill we completed the 1995 scenario by proving that firefighters could safely board the casualty from the waterside and extend hoses to areas below deck. Members from your department played very important roles in ensuring this success. GUARDIAN was strategically located to provide exposure (simulated) protection for boarding parties from the Oakland Fire Department that accessed the casualty vessel solely through the use of a Jacobs ladder. Through the hard work of all involved and the skill of the vessel operators we once again achieved the exercise goals.

State-of-the-art equipment along with comprehensive, "user friendly" contingency response plans are only as good as those who implement and maintain them. By coming together as a single, cooperative force element, we continue to ensure the safety and environmental security of the San Francisco Bay Area.

The professionalism displayed by all involved San Francisco Fire Department personnel is highly commendable and a credit to your department. Only through this type of training we can achieve the highest possible state of readiness for marine fires. Thank you very much for your continued support in maintaining the readiness posture of San Francisco Bay.

Sincerely,

H. HENDERSON
Captain, U.S. Coast Guard
Captain of the Port

SENATOR MILTON MARKS • CAROLENE MARKS

December 18, 1998

Chief Robert Demmons
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Bob,

Thank you so much for your help and participation in Milton's memorial service at Temple Emanu-El on December 13. Milton was a strong advocate for San Francisco's law enforcement community, and your friend. He would have been quite moved to know of your caring efficiency on his behalf.

Please share this letter with all who formed the most impressive Honor Guard. Also please thank the Paramedics for their extra efforts. We shall never forget their immediate and effective response when we were in emergency.

Sincerely,



Our children join me in sending you our thanks along with best holiday wishes for you and your families. We are always here for you, just as Milton was.

55 Jordan Avenue, San Francisco, CA 94118
(415) 752-7867 • (415) 752-4075 fax
carolenemillon@juno.com

1702 Funston Avenue
San Francisco, CA. 94122

Hon. Willie Brown
Mayor
City Hall
San Francisco, Ca. 94102

Dear Mayor Brown:

I am 92 years old. A few days ago I was unable to get out of the bathtub. A neighbor called the Fire Department and the following, whom I commend most heartily, responded:

Cobden Hitchon
John Kelly
Patrick Lee
Kerlery Hatcher

They were courteous, concerned and compassionate. One of them, a very strong and knowledgeable man, lifted me out of the tub. He noticed that I was trembling and he assured me that he would not drop me. He helped me to a seat, and I was asked a few questions to ascertain that I was all right.

San Franciscans should be very gratified that its Fire Department still has some strong men in its ranks who have the physical ability as well as the training to deal, often on a daily basis, with situations that require bodily strength.

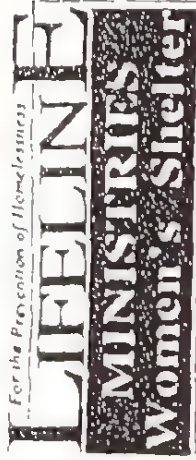
I know that, like all heads of municipalities, your incoming mail consists mostly of complaints. I'm happy to send you a letter of commendation.

Very truly yours,

Helen M. Kessler

HELEN M. KESSLER

cc: Robert Demmons
Chief, S.F. Fire Department



424 Guerrero Street • San Francisco, CA 94110
(415) 861-4820 Tel. • (415) 861-5639 Fax.

TO: Chief Robert L. Demmons
FAX: 558-3407
FROM: Suzanne Hayne
DATE: November 23, 1998

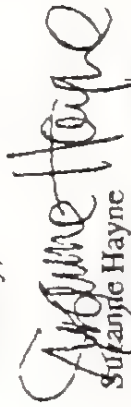
Dear Chief Demmons:

Thank you so much for having Engine 6 visit the children at Lifeline Women's Shelter on November 18th. The kids were so excited -- one of them wore his fireman suit!

Having a fire engine come here just for them was so meaningful, as well as an important learning experience. The firefighters were very kid-friendly, easy-going, fun and informative. There was a woman and two men (one was Jeff, I can't remember the others' names) and they were all *great*.

Thanks again for giving the kids here an educational experience they won't forget.

Sincerely,


Suzanne Hayne
Children's Program Director

Engine 6

Lt. Timothy Callen
FF Jeff Columbini
FF Jeffrey Deem
FF Anita Paratley



Sharon Brunner
Executive Director

Board of Directors
Faye Bert
John Arthur Brubaker
Jean Byer

Maria Engle
Jim Ernst
Dorothy Gish

Warren L. Hoffman
Adrian Jansen
Leeroy Steinbrecht

Ruth Suter
Cathy Thomas
Lynda Thrush
Oksana Zinkovskiy

December 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Dammons,

Please accept my apology for taking this long to respond to you. I wish to thank you and your department for the excellent and professional care I was afforded by members of the EMS team at the fire station at Bush Street and Presidio.

On October 30, 1998 at about 4:00 A.M. I had a massive chest pain which turned out to be an aortic aneurysm. Within less than 5 minutes of our call to 911 the team arrived, correctly assessed the critical situation and rushed me to the CPMC emergency room. I must say that as they stood around my bed I felt assured and in very good hands.

To be exact the T/LT members were Robert Mielke, John Densing, Peter Peterson, and Carol Conly-Bodin. The two Paramedics were Tim Pawkowski and Willie Humphrey. In a large part they saved my life. I am grateful for their skill. Please, commend these members of your staff for a job well done. While it may just be a single line in a log book, it is the world to me.

I've been given an opportunity to change my life in some large and fundamental ways. I am very grateful for this second chance. If I can be a better person, I'll have these people to thank for giving me a little courage and a lot of help and hope along the way.

Thank you again.

Charles

224 8th Avenue, San Francisco, CA 94115 415-750-0140

Mrs. Elizabeth L. Sloss
2288 Broadway
San Francisco, CA 94115

December 7, 1998

Robert Demmons, Fire Chief
San Francisco Fire Dept
698 2nd Street
San Francisco, CA 94107

Dear Fire Chief Demmons,

Many years ago I had a hip replacement operation and on November 18, 1998 I accidentally pulled my hip out of its socket Norm Rooker and Joe Newton of Unit 83 were the paramedics who arrived when 911 was called.

Both men were very professional, kind and thoughtful. I was sick with pain and fear when they arrived. Because I have small veins, I was concerned when they prepared to hook me into an I.V. needle. I did not feel the needle entering my skin. They gave me pain killer through the I.V. and waited for it to take its affect before moving me from my chair to the stretcher. The ambulance ride was very smooth to the hospital despite the rough streets of San Francisco.

Please thank Mr. Rooker and Mr. Newton for me.

Sincerely,

Mrs Elizabeth L. Sloss

(Mrs.) Elizabeth L. Sloss

CATHEDRAL HILL TOWER CONDOMINIUM ASSOCIATION

C/o Chandler Properties
2799 California Street
San Francisco, California 94115
415-921-5733 Fax: 415-921-0841

December 4, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102


Re: 1200 GOUGH ST., SAN FRANCISCO

Dear Chief Demmons:

We would like to take this opportunity to thank you for arranging to have Lt. Fernando Juarez, Community Relations Officer, conduct an excellent fire safety and prevention presentation to the residents here, at Cathedral Hill Tower Condominium Association on November 18, 1998. After experiencing a fire here on the 7th floor a few weeks prior to Lt. Juarez' presentation, the attendance of residents was extremely high. Officer Juarez conducted himself in a highly professional manner and showed genuine concern and extended kindness and gentleness to the fine residents throughout the evening, which was extremely appreciated. We believe the attendees left the presentation with invaluable information

Once again, our sincere thank you to your fine fire department for not only continually performing with high excellence during emergency situations, but also providing a program which allows for follow-up safety and fire prevention. Please extend our thank you to Officer Juarez as well.

Sincerely,

 Sharon Campbell, Property Manager

The Board of Directors

C. Officer Fernando Juarez

啓明家學校

Greta Yin
Director

FEC Child Development Center

Aurora Marinaga
Site Manager
824 Mission Street
San Francisco, CA 94103

Telephone: 415 543 2617
Fax: 415 544 3849

December 21, 1998

To: San Francisco Fire Fighters Toy Program
1139 Mission Street
San Francisco, California 94103

From: Aurora Marinaga, Site Manager
FEC Child Development Center



Re: Toy Donations

On behalf our children, parents, teachers, and staff, I want to extend our sincere thanks and appreciation to your organization for your generous donation of toys for our children this holiday season.

Our Center nor their parents would not have been able to provide these gifts to our young children without your assistance. It is our sincere hope that our Honorable Mayor Brown and Chief Robert Demmons will continue to lend their support to this worthy cause.

Good luck to your program, and may the New Year be one of promise and fulfillment.

Thank you.

cc: Honorable Mayor Brown
✓ Chief Robert Demmons



424 Guerrero Street • San Francisco, CA 94110
(415) 861-4820 Tel. • (415) 861-5639 Fax.

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

December 9, 1998

Dear Chief Demmons:

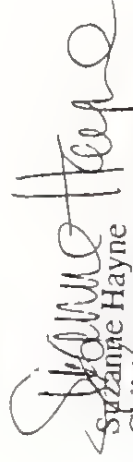
I'm sure you are very busy during this holiday season, but I hope you can take a moment to let me share my gratitude with you for the San Francisco Fire Fighters Toy Program.

This will be my third Christmas at Lifeline Women's Shelter. Each year there is always the unsettling question of how we are going to provide gifts for the families here, especially the generosity of so many good people who come out of the woodwork to help. However, there is always a chance that some people will decide to help another charity this year. Or perhaps they can no longer afford to help in the same capacity as they have before. With this in mind, it is comforting to know that we can count on the SFFF Toy Program to come through for us.

The children here are used to being given used clothing and toys as well as outdated food items. Brand new toys for Christmas is an incredible gift -- the gift of self-esteem and dignity that goes along with getting what everyone else gets.

Thank you for your time and any support, encouragement and appreciation you pass on to the San Francisco Fire Fighters Toy Program. Happy Holidays!

Sincerely,


Suzanne Hayne
Children's Program Director

Sheron Brunner
Executive Director

Board of Directors
Laye Bert
John Arthur Brubaker

Marta Engle
Jim Ernst
Dorothy Gash

Warren L. Hoffman
Adina Janzen
Leroy Steinbrecher

Ruth Suter
Cathy Thomas
Lynn Threlkeld

CAHEED, INC.

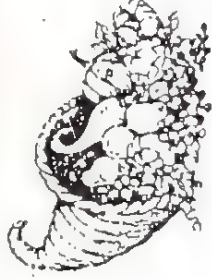
THE CALIFORNIA ASSOCIATION FOR
HEALTH, EDUCATION, EMPLOYMENT AND DIGNITY, INC.

1331 Evans Avenue, San Francisco, CA 94124

Administrative Office, Southeast Family Support Network, & Enterprise Community Programs
(415) 642-9886 FAX: (415) 642-9094 E-Mail: caheed@intellinet.net

4918 Third Street
San Francisco, CA 94124

Brighter Futures Program
(415) 822-9144
(415) 822-7233 FAX



Family Support Center
1030 Oakdale Avenue
San Francisco, CA 94124

*Respite Care Program &
Infant Care Program (415) 821-1300*

*Black Infant Health Improvement Program
(BI-HIP) (415) 821-1336
FAX (415) 821-7065*

Date: 12/23/98

Chief Robert Demmons
San Francisco Fire Department
698-2nd Street
San Francisco, CA. 94107

Dear Chief Robert Demmons

CAHEED Daycare and Support Center would like to take the time to say thank you for the toys that the San Francisco Fire Fighters Toy Program donated to our Daycare Center. We appreciate the donation that we received form the toy program; with out your help we would not have been able to have a wonderful Christmas for our children. Keep up the good work.

The CAHEED Staff and Support Center would like to wish you and your Staff a Merry Christmas.

Sincerely,

Ms. Barbara Wolridge
Asst Site Manger

University of California, San Francisco
AIDS Program at San Francisco General Hospital,
Bay Area Perinatal AIDS Center (BAPAC)

December 7, 1998

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Mayor Brown,

This letter is to express gratitude and heartfelt thanks for the support BAPAC receives every Christmas from the San Francisco Fire Fighters Toy Program.

BAPAC provides services for HIV infected women and their children. Many of our patients are homeless or on fixed incomes, having limited resources for their families. During the holidays, it is a welcome relief to know that an organization like the Firefighters program is able to provide toys each year for the families we serve.

As a recipient of the Fire Fighter Toy Program, it is endearing to see the appreciation on the faces of our clients. Thank you for your continued support for this program.

With warm wishes for the holidays,
gratefully,

Kristin Urbinati

Kristin Urbinati, MSW
Social Worker, BAPAC





Center for Children and Families

CHIEF EXECUTIVE OFFICER

Jeffrey A. Davis

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Carole Yee

Sandy Donnell Faggiali

Victor Rossi

December 31, 1998

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco CA 94107

Dear Chief Demmons,

On behalf of the children of Edgewood Center for Children and Families, I want to thank John Volker and the San Francisco Fire Fighters Toy Program for their generous response to our plea for toys

The 48 children who live at Edgewood have been abused and neglected by their parents. Most of them have no other home but our residential facility. Usually we are able to provide them with at least one toy each. But this year we were unable to promise even that.

John Volker and the San Francisco Fire Fighters Toy Program quickly came to our aid. Within one day of our request for toys, we received eight big boxes

John and the San Francisco Fire Fighters Toy Program treated us with respect and courtesy. For many of the Edgewood children, who have lived with abuse and chaos, fire fighters are heroes who put things right. Please thank John and his workers for living up to that gallant reputation.

Sincerely,


Yvette De Andreis
Community Relations Coordinator
(415) 682-3116

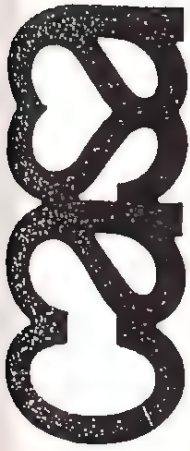
CALIFORNIA ARMY NATIONAL GUARD
Organizational Maintenance Shop #36
100 Armory Drive
San Francisco, California 94132-5050

Dear Chief Demmons,

This is to inform you that I have done business with John Voelker of the San Francisco Fire Fighters' Toy Program. I do Santa Claus for the Recreation Center for the Handicapped and Convalescent Hospitals. John Voelker and his staff have been most helpful donating one hundred and fifty (150) Stuff Animals to me. Without his help, I couldn't make all the hospitals possible.

I just want you to know that I appreciate his work. It meant a great deal to me.


Barry S. Mion
MSG/CA ARNG



A child's voice in court.®

A Member of the National CASA Association

San Francisco Court Appointed Special Advocate Program

350 Sansome Street, Suite 20B
San Francisco, California 94104
(415) 398-8001 Fax (415) 398-8068
e-mail: sfcasa@aol.com

December 23, 1998

Chief Robert Demmons
San Francisco Fire Department
698-2nd St.
San Francisco, CA 94107

Dear Chief Robert Demmons,

I am writing on behalf of the San Francisco Court Appointed Special Advocate (SFCASA) Program in support of the San Francisco Toy Program

The increasing numbers of abused and neglected children under the jurisdiction of San Francisco's Juvenile Dependency Court are overwhelming, but the generous support from special programs such as the San Francisco Toy Program, are an appreciated addition to the development of SFCASA

Many of the children we serve have been disappointed year after year and may simply wish that the entire holiday season would go away. They know that their most basic expectations probably will not be met and they are often envious of their peers who have a family. Thanks to the San Francisco Toy Program, they received a special gift and their holiday season was made a little brighter

Attached, you will find letters of support from SFCASA volunteers who work with children who are dependents of the court. Wishing you the best over the holiday season and Always

Sincerely,

Kris Niyama
Case Supervisor



4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for December, 1998.

- a. There are 17 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>November</u>	<u>December</u>
Vacation : Annual	17.73	19.35
IDV	6.73	8.13
Compensatory Time	3.93	4.29
Sick Leave	15.83	24.97
Disability	19.80	20.77
Military Leave	.20	.32
Light Duty	6.77	6.32
Other	<u>3.37</u>	<u>4.00</u>
Total	76.30	89.45

- c. The following Work on Days Off (Overtime) were awarded during the month of December:

4	-	H50 Assistant Chiefs,	for 24 hours
10	-	H40 Battalion Chiefs,	for 24 hours
39	-	H30 Captains	, for 24 hours
101	-	H20 Lieutenants	, for 24 hours
49	-	H10 Chief's Aides	, for 24 hours
608	-	H2 Firefighters	, for 24 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

134 - Triple Combination Pumps
58 - Aerial Ladder Trucks
24 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

1 - Triple Combination Pumps
1 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations awaiting assignment to Central Shops for repair:

1 - Triple Combination Pumps
0 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

3 - Triple Combination Pumps
2 - Aerial Ladder Trucks
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Nakajo moved and Commissioner Soulis seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Request for Supplemental Appropriation

Submitted request for supplemental appropriation in the amount of \$2,130,000 in order to fund projected deficits in EMS, BFP (sprinkler inspections), and 911 Training for the balance of Fiscal Year 1998-99.

Secretary Connors advised the Commission of a typographical error in the heading's amount. It should read \$2,130,506, not \$2,130,500.

Commissioner Roeca moved and Commissioner Soulis seconded.

Acting President Roff indicated that it was his understanding that the principal part of this supplemental will be used to add to the number of ambulances and relieve the workload pressure. Chief Demmons responded affirmatively.

John Hanley, President, Local 798, asked if the supplemental entailed hiring personnel for BLS ambulances, or getting them through the program.

Chief Demmons said the supplemental is to cover the cost of implementing the BLS, other items dealing with EMS, and to relieve the workload.

Mr. Hanley asked if it included the new 2532 Paramedics that were recently hired. Chief Demmons said it covers any EMS costs that exceeded the original budget, which would include the back fills for overtime ...

Mr. Hanley said the new paramedics were hired, and his question was is this supplemental part of that package. Chief Demmons said the supplemental was to cover all EMS functions that exceeded their budgeted amount, which reflects the increase in their workload.

John Darmanin had a question on the supplemental as it relates to the Airport Division. He wanted to know if this was going to be part of an ambulance crew and vehicle stationed at the airport, as well.

Chief Demmons said no.

Mr. Darmanin said he was concerned, since it is not, why not? The airport as it stands right now has approximately 20 firefighters there, and handles the responsibility of the entire airport. Presently, it just has a contract with a county (San Mateo) ambulance service to respond to the airport, which is inferior at best, as to what the fire department can provide. Why isn't there appropriations for the airport fire department divisions to have an ambulance and bring it up to par with the City. The way he understands the process, and the way he's sure you (Chief Demmons) understand the process it would be zero cost to the fire department to enable that to happen - the airport pays for all costs relating to fire protection at the airport. All the Fire Commission and Fire Department need to do is to make the request and it has to be granted; they have to pay for it. There have been several incidents at the airport, within the last

4. REGULAR CALENDAR - NEW BUSINESS

C) Request for Supplemental Appropriation (Continued)

12 months, where ambulance delays up to 12 minutes have occurred. The most recent one that made the papers was when a crane fell on a construction worker and he ended up losing his leg. They had to air evacuate him to a hospital in order to save his life. If it weren't for the fire department responding in a timely manner he wouldn't have made it.

Acting President Roff said it was true that the fire department response was very prompt and it was an extraordinary accident. He has not heard of any deficiencies other than your (Mr. Darmanin's) general complaint. It is something we might want to look into, but this supplemental has to do with augmenting the ambulance service in the City, where the demand for service has been greater than what was anticipated. That's why we are increasing the number of ambulance from 17 to 21.

Chief Demmons said, also, that the San Mateo County has transport responsibilities and invited EMS Chief Shortall to comment further. Chief Demmons said we can't force San Mateo County to relinquish their responsibility.

EMS Chief Shortall commented that he was proud to say that we do have paramedics at the airport now. It is a new program. They are on duty every day, 24 hours a day. Because of the requirements of San Mateo County we are not allowed to run an ambulance down there but we have a very cooperative agreement with both their EMS Agency and their ambulance service. We get paramedics on the scene very promptly. We have increased the level of care, it is first rate down there and he thinks we have an excellent program at the airport right now.

Chief Demmons asked EMS Chief Shortall to comment on the defibrillator program at the airport.

EMS Chief Shortall said the Chief brought up a very good point. This is a very innovative program which the Chief called to our attention. This is a program where they put defibrillators in public buildings at the airport, where there are a lot of people. We train people, who are not first responders, for example, the police who are on the scene, or people who work in the building, to use the defibrillators. This way, if someone becomes unconscious and there is cardiac arrest they can quickly grab the machine, it is very easy to use, and defibrillate the patient, meanwhile 911 has been activated, fire department responds and continues to provide that care. At the airport, this will be the first program of its kind in the Bay Area. We are taking the lead in that and working with the airport. It is a very exciting program.

Mr. Darmanin in a follow up question asked if there were two paramedics stationed per day. EMS Chief Shortall said that right now it is one. Mr. Darmanin said that was his concern. They are understaffed compared to what the City ... Acting President Roff said that was your opinion ... We appreciate your bringing up the matter. Thank you.

C) Request for Supplemental Appropriation (Continued)

Mr. Darmanin added also, because it was a little confusing. There is no ambulance stationed there. They are riding on a pick up truck. It is not a fully equipped ambulance like the City has.

EMS Chief Shortall said that we could go back and forth on that. The vehicles that our paramedics respond on have all the equipment that a paramedic in the City has - all the drugs, all the life saving stuff you need to make a difference. The transport vehicle is a different component. Again, we have a good cooperative thing here, and the care they receive is very good.

Mr. Darmanin said he appreciated that and it is a step in the right direction but it needs to be improved. Thank you.

John Hanley, President, Local 798 - Speaking of the airport, what concerns the Union is these are fire suppression vehicles and we have H3's (Firefighter/Paramedic) who are persons who are fully cross trained as a paramedic and as a firefighter. It has come to their attention that we have H1's (Fire Rescue Paramedic) on a suppression vehicle down there, and an H1 is not fully cross trained in fire suppression so we please ask you to take a hard look at that individual on a fire suppression vehicle who is not trained to fight a fire, who has not been through the SFFD's fire academy.

Acting President Roff said we would pursue that ...

Chief Demmons introduced the Department's Chief Financial Officer, Deborah Ward who has worked extremely hard since she started with the Department. She has been a blessing to the Department. Acting President Roff, on behalf of the Commission, welcomed Ms. Ward aboard. He commented that he heard from her friends and colleagues at City Hall who have a great deal of trust and confidence in her abilities. The Department is very glad she is with the Department ...

There were no further questions or discussion and the request for supplemental appropriation in the amount of \$2,130,506 was approved on recommendation of Chief of Department.

D) Public Comment

Commissioner Soulis asked to place the following remarks into the record, better late than never. The other day he met a friend of his who is a close friend of Joe DiMaggio. As you know Joe has been very ill, though he is recovering. Commissioner Soulis' friend recently visited with Mr. DiMaggio. Mr. DiMaggio never got around to writing a letter praising the firefighters who saved his flats in the 1989 Earthquake. When he returns to the Bay Area he plans to write an official letter of appreciation ...

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

John Hanley, President, Local 798, stated that today the new executive board of Firefighters Local 798 assumed office. He was pleased to serve the firefighters along with the following individuals: Vice President Francis Kelly, Treasurer Gerald Shannon, Secretary Lonnie Magnusen; the Directors are Joseph Moriarty, Mark Hayes, Dennis Kruger, and Thomas O'Connor. Mr. Hanley read the following statement:

I regret that former President James Ahern is unavailable to be with us tonight to announce this transition. It is my personal pleasure to have served as his Vice President, and to succeed his presidency because he is an outstanding firefighter and a committed union leader, dedicated to improving the health and welfare and professional development of all members of the City's fire department. I am confident that the Chief and the Commission share our membership's respect and appreciation for his service. I will continue in his tradition to ensure that the men and women who put their lives on the line every day to serve the people of San Francisco are represented in contract and labor issues involving their employment within the San Francisco Fire Department. I look forward to working with the Chief and the Commission and receiving your support as we further the goals and objectives of this Department by representing our members of Local 798 with a strong presence in collective bargaining within the City and County of San Francisco.

He added that tomorrow the executive board will not be present for the Fire Department's building dedication; unfortunately, because of the death of the Oakland firefighter. Our wishes will be with you. We are sending an individual tomorrow, who won't be part of the executive board.

He read the following statement into the record as mandated by the members of the executive board at this morning's meeting:

As you are well aware Station 1, located at 676 Howard Street, has been closed since mid-September 1998, due to an accident which fortunately resulted in no injury or loss of life to its members. As a result of this circumstance, the first alarm area normally protected and served by Engine, Truck and Rescue 1 is without timely and immediate response. This is turn makes all the assignments longer and more hazardous since these companies are temporarily located at Station 8 (Engine 1), Station 13 (Truck 1) and Station 36 (Rescue 1). Station 1 is located in one of the most congested areas in San Francisco, with the largest run volume in the fire department, in the west coast. These companies also service the sixth street corridor which has a large population dependent upon the fire department's medical service. Most recently, there was a third alarm on Clementina between fourth and fifth streets. This block of Clementina is occupied almost entirely by the elderly who depend upon quick response of the fire department. Station 1

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

at 676 Howard Street guarantees this fast, dedicated response. Also, extremely relevant is the massive amount of new construction currently under way in this area of San Francisco. It is unnecessary to burden the outlying companies to cover the assignments that would normally be covered by Engine 1, Truck 1, and Rescue 1. We, the membership of Local 798 feel the citizens of San Francisco deserve this service and protection at all costs. Therefore, we request a timely repair of the station house at 676 Howard Street, and/or our former quarters at 416 Jessie Street without unnecessary delay so that our members may continue to protect and serve the citizens of this fine City. We would also like to know about, and be kept informed of the status of these repairs. What the membership is asking is time lines. When is it going to be fixed? When are we back? Because we serve the City, too. Members of this station ... We have written letter after letter and have received no response.

Vice President Poff commented that Mr. Hanley discussed two issues: one about the new executive board, of which you are the president and we congratulate you on that. He wanted to make a very personal observation that over the years of working closely with Local 798 on a number of issues with a number of your predecessors - James Feiguson, James Ahern; he felt he had a close working relationship with Mr. Ahern and an ability to be very candid with each other, and if problems arose he was very frank in dealing with them even if we didn't always agree, and he looked forward to a similar relationship with you (Mr. Hanley). We all have a transcending interest here no matter what our individual issues may be, but the one transcending commitment is that this be the best possible fire department we all can make it.

In regard to your second issue: Station 1, he thought that the Clementina fire occurred a year or so ago when Station 1 was still in operation.

Chief Demmons stated that he thought Mr. Hanley spoke of three things. One is to congratulate you, Mr. Hanley, and the other members of the executive board upon your election and reelection to your respective offices, and to reassure you and your executive board that this administration respects all meet and confer issues. Obviously, there are some issues that are not meet and confer within management prerogative and we plan to exercise that. However, whenever it is possible we make every attempt to inform you of things we may be doing so that you won't be caught off guard. This is the same thing we tried to do with past president James Ahern. He also offered his willingness to meet, and his phone is always available for your calls anytime whenever you have a concern. He is willing to meet with you, your executive board, the full membership, himself or any member of this administration. This was an offer he made to past president James Ahern. He has attended two meetings at the Union headquarters. He was told he was the first Chief willing to meet in your headquarters building, and

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

that still remains open. He will answer any questions to the best of his ability ... He looks forward to having good working relationship with you and your executive board.

As to the Memorial Services, Chief Demmons commented that approximately two months ago we decided to have a Memorial Service for the 100+ San Francisco firefighters who gave their lives in the line of duty, and rededicate the memorial. In the past few weeks we have invited the families that we could identify of the most recent firefighters who died in the line of duty, to come to the memorial service. We also advertised in the newspaper to identify those individuals with whom we may have lost contact, so that we could invite them to the service. Yesterday, he spoke to Chief Baker of the Oakland Fire Department. There is a conflict of services, and there was discussion of whether we should postpone our service. He concluded that would be inappropriate. Whenever a firefighter gives his life it is a tragic loss to everybody. And since we had already sent notices to the families of this department, we decided to go forward. We are sending an engine and truck to participate in the Oakland service. Also, we are looking at sending companies over in a mutual aid status to replace some of Oakland companies so they can attend the service ... Chief Baker understands the situation.

Chief Demmons commented on the third question in regard to Station 1. He noted that today he had a meeting with staff, including Acting Battalion Chief Gary Massetani and we discussed this subject. This is a very big concern to him. His obligation is to public safety and to the safety of the firefighters. Prior to the slab falling through the roof of Station 1, the original Station 1 at Jessie Street has been unsafe since the 1989 earthquake. He visited Station 1 on Howard Street prior to the slab falling through the roof, and it is extremely crowded. We have to do something about it because persons work there 24 hours each day and we want to make it comfortable and not have cramped quarters. One major issue is that property in San Francisco is very expensive and going for \$100 a square foot. We have a meeting next week with the people who own part of the building. We want the firefighters to have adequate quarters and we discussed the things you (Mr. Hanley) talked about. How this whole area has been growing, and continues to grow - additions planned to the Moscone Center, the Giants stadium. Trying to get apparatus through this gridlock is a problem that is only going to get worse. It is not acceptable to not have a 3-6 minute response time. And with the medical calls, and the high volume of calls that Station 1 and Rescue 1 have, it is a major concern. Today's meeting we discussed just how we were going to expedite it and how are we going to provide adequate quarters for the men and women working there.

Mr. Hanley thanked the Chief for his consideration of the families of those who have died.

D) Public Comment (Continued)

Concerning Station 1, Mr. Hanley asked if there is any time when the work will start, when the individuals who dropped the slab will begin work on the project

Chief Demmons said that right now the big question (which was raised at today's meeting) is not just rebuilding Station 1 at Howard Street. As you know, that is not adequate situation. We just have two apparatus bays for all the equipment. Another problem is the traffic. He has received two complaints from citizens because the firefighters were trying to get the apparatus in and out of the station. Tempers flare. It is a problem that is only going to get worse, when they continue to add onto the Moscone Center, the hotel next to the Station. We are looking at the whole area, and any suggestions that the Union may have we welcome, because we are trying to figure where we can have a 3-6 minute response time. If there are other properties available can we sell one of the buildings and use the proceeds? ... We have a meeting at City Hall next week to look into all of those issues.

John Darmanin, a firefighter with the San Francisco Fire Department, was present to exercise his right to speak under public comment and express his personal opinions, comments and questions. He would shorten this quite a bit if the Fire Commission did in fact receive a letter dated December 16, 1998, from the Sunshine Ordinance Task Force. Acting President Roff answered affirmatively Mr. Darmanin said it was addressed to Chief Demmons and Rosemarie Fernandez-Pifer, President, San Francisco Fire Commission. His initial request before he determines what he is going to say is can you please make this part of the records and have a copy of this attached to the minutes of tonight's meeting.

Acting President Roff said it was a reasonable request. (Note: See attached letter from Sunshine Ordinance Task Force dated December 16, 1998.)

Mr. Darmanin said he appreciated that and his comments will be a lot shorter. Just to give those who read a synopsis of what the letter is all about, he read the following prepared statement.

I recently received a copy of the letter addressed to both Chief Demmons and the Fire Commission. This letter was signed by the Chief of the Sunshine Ordinance Task Force, Mr. David Pilpel. In this letter he informed the Fire Commission and Chief that a hearing was held at his request as a result of complaints and Chief that I had filed against Chief Robert Demmons for preventing me from speaking during the public comment portion of a Fire Commission meeting held on Thursday, April 9, 1998. This letter further informed you the Commission that after reviewing the evidence and testimony surrounding his complaint they determined that both Chief Demmons and the Fire Commission were in violation of the Sunshine Ordinance when I was prevented from speaking. I would encourage the entire membership to read a copy of this letter attached to the minutes to reassure them that their rights to speak during

Sunshine Ordinance Task Force

City and County of San Francisco

Robert Demmons, Chief
San Francisco Fire Department
260 Golden Gate Ave.
San Francisco, CA 94102

December 16, 1998

Rosemary Fernandez-Pifer, President
San Francisco Fire Commission
260 Golden Gate Ave.
San Francisco, CA 94102

Re: SUNSHINE ORDINANCE COMPLAINTS FROM JOHN DARMANIN

Dear Chief Demmons and President Fernandez-Pifer:

As you are aware, the Sunshine Ordinance Task Force has received and investigated two complaints from Officer John Darmanin. In the first complaint, dated April 10, 1998, Officer Darmanin reported that he was threatened with discipline if he spoke to the Fire Commission during public comment in unauthorized attire, which served to intimidate him such that he did not speak at that meeting. The second complaint, dated August 3, 1998, alleges that a special meeting of the Commission was canceled without notice to Officer Darmanin.

The Sunshine Ordinance requires that "[e]very agenda for regular meetings shall provide an opportunity for members of the public to directly address a policy body on items of interest to the public that are within the policy body's subject matter jurisdiction..." (S.F. Admin. Code section 67.17(a).) Further, "[a] policy body shall not abridge or prohibit public criticism of the policy, procedures, programs or services of the City, or of any other aspect of its proposals or activities, or of the acts or omissions of the body, on the basis that the performance of one or more public employees is implicated, or on any basis other than reasonable time constraints adopted in regulations pursuant to Subdivision (c) of this Section." (S.F. Admin. Code section 67.17(d).)

The Sunshine Ordinance also provides that "[p]ublic employees shall not be discouraged from or disciplined for the expression of their personal opinions on any matter of public concern while not on duty, so long as the opinion (1) is not represented as that of the department and does not misrepresent the department position; and (2) does not disrupt coworker relations, impair discipline or control by superiors, erode a close working relationship premised on personal loyalty and confidentiality, interfere with the employee's performance of his or her duties or obstruct the routine operation of the office in a manner that outweighs the employee's interests in expressing that opinion." (S.F. Admin. Code section 67.22(d).)

After extensive investigation into Officer Darmanin's complaints, the Task Force held a hearing on October 21, 1998. Officer Darmanin was present and testified. The Fire Department and Commission chose not to send representatives. At the hearing, the Task Force made the following findings:

1. Officer Darmanin did a valuable public service by bringing his complaints to the Task Force. The Task Force found that the Fire Department's Rules and Regulations and Procedure Guide are ambiguous regarding the manner of dress required of uniformed personnel when speaking before the Commission. Further, it appears that the rules have not been enforced consistently, creating the impression that the rules were invoked against Officer Darmanin in a retaliatory manner.

2. To prevent similar situations in the future, personnel should have clear guidelines regarding appropriate attire for Fire Commission meetings. The Task Force suggests that the Fire Department's Procedure Guide be amended as follows, with additions underlined:

"Article 32: Uniforms and other personal furnishings

...

2. H-20 LIEUTENANT - H-30 CAPTAIN

A. CLASS A - DRESS UNIFORM

...

When worn:

On-duty while representing the Department in any appearance before the Fire Commission...

Further, Rule 3204 of the Rules and Regulations should be enforced consistently ("The wearing of the uniform or any part thereof while off duty shall be strictly prohibited unless authorized by the Chief of Department."). Personnel should be made aware that these policies will be enforced consistently.

3. As to Officer Darmanin's second complaint, the Sunshine Ordinance is silent regarding meeting cancellations. Thus, while it appears that common courtesy should have required the Commission to notify Mr. Darmanin and/or his attorney that the meeting had been canceled, that failure does not constitute a Sunshine Ordinance violation. However, in the spirit of the Sunshine Ordinance, the Task Force encourages departments, boards and commissions to notify members of the public of meeting cancellations to avoid the inevitably resulting inconvenience and ill will in the future.

On behalf of the Task Force, I hope you find this information to be helpful. If you have any questions about the Task Force's findings, please contact me at your convenience.

Very truly yours,



David Pilpel, Chair
Sunshine Ordinance Task Force

cc: John Darmanin
Susan Frankel
Sunshine Ordinance Task Force

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

public comment are protected by City Ordinance and their First Amendment right of free speech. Thank you.

Acting President Roff said he thought that was recognized, and he thought, as Mr. Darmanin knows over the period of months you were provided every courtesy and have spoken to this Commission a number of times. There may have been some confusion at one particular meeting but that has been ameliorated now by a change in the rules to make the situation very clear. But certainly your comments obviously will be in the record and so will that letter. He appreciated Mr. Darmanin's comments.

Mr. Darmanin, just to comment on Acting President Roff's last remarks, said he wasn't aware that there was in fact a change in the rules. He knew it was requested in the body of this letter. He has been off work since April so he has not had the opportunity to ... Acting President said that too, should be incorporated with the letter.. (Note: Refer to General Order 99 A-6.)

Acting President Roff said he wanted to underscore something Mr. Hanley brought up and the Chief discussed. That is the ceremonies here tomorrow to rededicate the memorial plaque that was originally at headquarters at Golden Gate Avenue where the names of all those firefighters who have fallen in the line of duty in the San Francisco Fire Department are inscribed. This will be followed by the official dedication of this magnificent headquarters. Heroism, sacrifice and dedication - these are the realities of the fire service to which this building bears witness and to which the death of the Oakland firefighter Tracy Toomey at a six alarm there on Sunday is a stark and tragic reminder. Tomorrow will underscore on both sides of the Bay the hazards and courage and professionalism that is part of the fire service.

There being no further business to come before the Commission, the meeting was adjourned at 6:36 p.m.

Raymond G. Connors
Secretary



JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - January 28, 1999 - 6:00 p.m.
698 Second Street - Room 102

DOCUMENTS DEPT.

FEB 22 1999

-SAN FRANCISCO
PUBLIC LIBRARY

ITEM
NO.

1. On Roll Call, the following were noted present:
Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Harold E. Gamble
Patrick W. White

- Acting Chief of Department
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Raymond Balzarini
Joseph C. Asaro
Joanne Hayes-White

- Management Services
- Division of Airports
- Division of Training
- Support Services

Chief Officers - Staff:

Kevin D. Taylor
Richard C. Shortall
Marshall Issacs, M.D.

- Fire Prevention (Acting)
- Emergency Medical Services
- Emergency Medical Services

Chief Officers - Firefighting Services:

Paul J. Tabacco
Frank Cercos
Arthur W. Kenney

- Division 1
- Division 2
- Division 3

2. Approval of the minutes of the Regular Meeting of December 15, 1998.

Commissioner Soulis moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were approved as presented.



3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J" with the exception of "D") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. Acting President Roff asked to remove Item "D" from the Consent Calendar.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Allan, James W.	H2 Firefighter	Service	Nov. 18, 1998
Farnsworth, Raymond W.	H2 Firefighter	Service	Jan. 03, 1999
Haney, Raymond D.	H2 Firefighter	Service	Jan. 03, 1999
Lituanio, Louis A.	H2 Firefighter	Service	Jan. 16, 1999
Moreno, Raymond A.	H2 Firefighter	Service	Jan. 02, 1999
Tan, Gregorio B.	1652 Sr. Accountant	Ord. Dis.	Jan. 10, 1998

(Note: Retirement Certificates will be presented at
Fire Commission meeting of February 25, 1999)

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of
Fire Prevention and Investigation concerning
activities performed during December, 1998.

C) Monthly Report - Management Services

Submitting monthly report from Management
Services concerning activities performed
during December, 1998.

D) Settlement of Lawsuit (Removed from Consent Calendar - see pages 8-9)

Reporting that the Board of Supervisors on
12-21-98 adopted Ordinance No. 396-98
authorizing settlement of litigation of
James Chin and the City and County of San
Francisco in the amount of \$225,000.

[Re: Item 8 i);

Fire Commission Minutes 11-19-98]

3. CONSENT CALENDAR

E) Suspension

Reporting suspension of the following:

H2 Firefighter Meibeck Chung, Engine 40,
for four calendar days, January 25-28,
1999, (three work days, January 25, 26 &
28, 1999) for violation of the Rules
and Regulations as follows:

Section 3922 - Acts Detrimental to
Welfare of Department
Section 3802, Para. 2
- Bereavement

7388 Utility Plumber Amano Johnson,
Bureau of Water Supply, for 15 calendar
days, (November 30, December 1,2,3,4,7,
8,9,10,11,14,15,16,17,18, 1998) for
violation of the Rules and Regulations
as follows:

Section 3915 - Proper Behavior
Section 3919 - Unacceptable Language
Section 3924 - Insubordination

F) Resignation

Submitting resignation of the following:

1220 Payroll Clerk Qaiser Shaikh,
effective close of business January 15,
1999.
(Resigned in order to accept Provisional
1220 position at PUC.
Approximate length of service - 9 months.)

1426 Senior Clerk Typist Evelyn Soliman,
effective close of business January 8,
1999.
(Resigned in order to accept Permanent
1426 position at Parking & Traffic.
Approximate length of service - 3 years.)

3. CONSENT CALENDAR

G) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Engine 8 Off: T/Lt. John Hanley; Drv: FF Ray Foley	98-9-108	11-30-98	512	B	File
Cause: Hit and run - Eng 8, while being positioned at an incident, with two guides in the rear, was struck by a car; after pulling over, the car sped away					
Medic 13 Drv: Fire Rescue Paramedic Timothy Howe	98-9-109	11-30-98	717	A	File
Cause: Misjudged clearance - Medic 13, while being re-positioned in quarters, struck a steel pylon on the apparatus floor					
Medic 12 Drv: Fire Rescue Paramedic Kim Purcell	98-9-110	11-30-98	708	C	File
Cause: Medic 12, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Medic 12's siren					
Res. Amb. 6 Drv: FF Victor Wong	98-9-111	12-05-98	702	C	File
Cause: Misjudged clearance - RA 6, while turning, grazed a vehicle					
Medic 14 Drv: Fire Rescue Paramedic Russell Richards	98-9-112	12-05-98	714	A	File
Cause: Medic 14 was responding to an incident and passing a vehicle when the ambulance's compartment door swung open, striking the vehicle					

3. CONSENT CALENDAR

G) Accidents (Continued)

Res. Amb. 38 98-9-113 12-07-98 705 A File
Off: T/Lt. Kerby Lau; Drv: FF Vitani Benjamin

Cause: RA 38 rolled into the apparatus door when the driver's foot slipped off the brake pedal; RA 38 was waiting for a crew member to open the door

Res. Amb. 29 98-9-114 12-07-98 604 C File
Drv: FF Lance Martin

Cause: Misjudged clearance - RA 29, while enroute to SFGH, was changing lanes when it scraped a car in the next lane

Engine 9 98-9-115 12-08-98 590 B File
Off: Lt. Winona Jones; Drv: FF Nakia Kashima

Cause: Eng 9, while maneuvering around a pickup truck in a narrow street, scraped its diamond plate soft suction box on a high curb

Medic 43 98-9-116 12-08-98 B Bill
Drv: Fire Rescue Paramedic Christopher Posey

Cause: Medic 43, while returning to quarters, was struck by a civilian vehicle that drifted into Medic 43's lane

Medic 36 98-9-117 12-09-98 724 B Bill
Drv: Fire Rescue Paramedic Hansjuerg Enz

Cause: Medic 36, while unattended, was struck by a van attempting to pass Medic 36

Engine 3 98-9-118 12-11-98 507 B Bill
Off: Lt. George Ripoll; Drv: FF Lawrence Cannon

Cause: Eng 3, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Eng 3's siren

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

3. CONSENT CALENDAR

G) Accidents (Continued)

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H) Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for November and December, 1998:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
			<u>November</u>
Nelson Bishop	\$ /\$2,830.93	97-8-225 (A) Medic 5	05-19-98
Marilyn Go	502.17	97-8-228 (A) Engine 22	05-23-98
Calvin Sue	4,281.95	98-9-027 (A) Engine 1	08-10-98
Sandra Wilde	2,821.00/ 2,523.30	98-9-056 (A) Truck 12	09-18-98
Mark T. Hayes	1,263.91	property damage	04-06-98
			<u>December</u>
Allstate Indemnity	\$ /\$ 707.92	97-8-057 (A) Ambulance	10-02-97
Arnece Dyels	1,764.63	97-8-209 (A) Engine 42	04-27-98
Laura Brown	2,434.62	97-8-222 (A) Engine 5	05-14-98
Dennis King	1,724.40	98-9-023 (A) EMS RC 3	08-07-98
Erin Crane	3,103.25/ 2,250.00	98-9-032 (A) Engine 11	08-16-98

3. CONSENT CALENDAR

H) Unlitigated Claims (Continued)

William Calhoun	1,645.84	98-9-035 (C) Engine 11	08-14-98
Chang Piu Chan	300.00	98-9-049 (B) Truck 2	09-10-98
Vasemaca Labalaba	2,094.87	property damage	08-15-98
Katherine Malabed	1,450.00/ 1,450.65	property damage	09-06-98
Thomas Chong	1,632.00/ 816.00	property damage	10-03-98
Michael Nevolo	1,239.34	property damage	10-30-98

I) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, November 28 through December 11, 1998, and December 12 through December 25, 1998.

J) Temporary Appointments

Reporting having made 234 temporary appointments November 28 through December 11, 1998, and 246 temporary appointments December 12, through December 25, 1998.

Commissioner Soulis moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "J" with the exception of "D" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

D) Settlement of Lawsuit (Item Removed)

Reporting that the Board of Supervisors on 12-21-98 adopted Ordinance No. 396-98 authorizing settlement of litigation of James Chin and the City and County of San Francisco in the amount of \$225,000. [Re: Item 8 i);

Fire Commission Minutes 11-19-98]

John Darmanin announced that he was speaking as a private citizen, and is a member of the fire department. These comments are his personal opinions ... He requested more information relating to Mr. James Chin's settlement in the amount of \$225,000. Specifically, he wanted to review all documents filed with the court, including the original complaint, all amended complaints, responses, replies and motions filed in connection with this case. He wanted to see all records which reflect all billable hours submitted by the City Attorney's office, fire department or any persons charging regular hours or overtime hours relating to defending this lawsuit. Basically, he was requesting full disclosure of all materials allowable under the Sunshine Ordinance and the Brown Act, and the Public Records Act, and any other ordinances that may cover this type of request. He was especially interested in finding out the cost over and above the \$225,000 settlement. The total cost including all related defense costs, so we could get a true feel of what it really cost as the final, bottom line for this particular litigation.

Acting President Roff said this was a matter that was acted upon by this Commission on November 19th, on recommendation of the City Attorney's Office. This is simply a notification that the Board of Supervisors has approved the ordinance authorizing the settlement. He thought that the questions Mr. Darmanin raised are not ones that are suitably addressed to this Department in terms of cost of litigation, but rather to be addressed to the City Attorney's Office.

Mr. Darmanin said he was under the impression that the request goes before the Department in which the original litigation began, and that is why he was here tonight. If it is not and you can find out from the City Attorney just let him know where to go, because he does want full disclosure.

Acting President Roff asked Deputy City Attorney John Cooper if he had any suggestions in this matter. Mr. Cooper said Mr. Darmanin was in the wrong forum here ... He arrived during the middle of Mr. Darmanin's comments. Acting President Roff said it was a question on the settlement of the lawsuit, and that perhaps Mr. Darmanin and Mr. Cooper could discuss this briefly at the end of the meeting so Mr. Darmanin's questions can best be answered.

Mr. Darmanin said he would do that as well but he would like to bring this request to the Fire Commission and have the Fire Commission follow up on it and figure out whether or not the Fire Commission is the proper body to grant this

3. CONSENT CALENDAR

D) Settlement of Lawsuit (Continued)
(Item Removed)

request, and if so, if they could get back to him and let him know where to go with this.

Acting President Roff said it was his presumption that this is not the proper venue. Mr. Darmanin said if you determine that to be the case just let him know. Commissioner Soulis said that our counsel, Mr. Cooper, will find out what we need to do, and hopefully we can get something in writing to you as what the procedures should be.

Mr. Cooper said that in order to make the request, and to get the record straight right now, he said that this is not the right forum to make a Public Records Act request for the item that is on the calendar, it is not before this body. This body does not make the decision whether or not even to approve the settlement. That settlement is made by the Board of Supervisors. From what he heard of Mr. Darmanin's request some of the documents are with the court, some with the City Attorney's Office, and some with the Board of Supervisors. Mr. Darmanin can make requests through the City Attorney's Office and to the Clerk of the Board of Supervisors. He wasn't sure whether Mr. Chin's case was in State or Federal Court. If it was in the State Court, Mr. Darmanin can request documents from the Clerk of the Court under the Public Records Act.

Mr. Darmanin said that Mr. Cooper didn't mention the documents in the possession of the Fire Department. Does he make that specific request to the Fire Commission. Mr. Cooper said they would go through the Fire Department and not the Fire Commission.

Commissioner Soulis moved, seconded by Commissioner Nakajo, that Item 3.D) be approved. There were no further questions or discussion and the motion was unanimously approved.

4. REGULAR CALENDAR - NEW BUSINESS

A.) Letters of Commendation

Submitted ten letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Lucille Packard Children's Health Services at UCSF
UCSF Stanford Health Care
505 Parnassus Avenue, L-171
San Francisco, California 94143

January 5, 1999

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the pediatric patients and their families at UCSF, I would like to express our gratitude to the members of the San Francisco Fire Department for more than 20 years of holiday visits and gifts to the children who are undergoing hospitalization here.

In particular, I would like to recognize our special "Santa," Frank Treanor, who continues to organize the visit and bring the lovely stuffed animals and candy to the pediatric patients, along with many other firefighters. As you may already realize, it is so difficult to be a child in the hospital during the holiday season. Visits such as yours bring moments of joy to the children and families who miss their homes and are chronically ill or undergoing major surgeries. Realizing the true spirit of the holidays, Frank and the SFFD team donate their time to visit each year and we are deeply appreciative.

Thank you for your continued kindness and caring.

Sincerely,

/s/ SHELLY MATSUMOTO
Child Life Specialist

* * * * *

Note: The following nine additional
typed letters of commendation are
included as part of Item 4.A)



SAN FRANCISCO HOUSING AUTHORITY

1815 EGBERT AVENUE • SAN FRANCISCO, CALIFORNIA 94124 • (415) 715-3100

DECEMBER 29, 1998

DEAR, Mr. Robert Demmons, Chief of S.F Fire Department
THIS LETTER OF APPRECIATION IS FROM THE SAN FRANCISCO HOUSING
AUTHORITY, THE SOCIAL SERVICE DEPARTMENT - THE POTRERO HILL RESOURCE
CENTER

THE POTRERO HILL RESOURCE CENTER'S STAFF GREATLY APPRECIATED YOUR
ACTIVE PARTICIPATION IN THIS COMMUNITY EVENT: THE MEMORAL EVENT FOR
THE PORTER/EVENS FAMILY WAS A VERY SPECIAL TIME FOR THAT FAMILY ON
BEHALF OF THE RESOURCE CENTER STAFF WE APPRECIATE YOUR SUPPORTIVE
SERVICES THANK YOU.

SINCERELY YOURS,

CHARLETTA NICHOLS
RESIDENT ORGANIZER

CC: MR. BUDDY T. CHOY: Administrator of Social Service Department

PAT WILLIAMS: Relocation Department

LA VAUGHN KING: RMO Management Officer

ARNOLD I. WEBER
100 - 27TH AVENUE
SAN FRANCISCO, CA 94121-1034

November 18, 1998

THANK YOU NOTE

MY THANKS to the: 911 operator
Paramedics
Emergency Room personnel

Last Thursday evening, on November 12, 1998, I found myself in some difficulty due to food poisoning and a related fall. As I think back on the events that evening I feel impelled to say thank you to all who helped me when I was in need of some help.

Beginning with the 911 operator and continuing with the paramedics and the personnel in the Kaiser Permanente Medical Center, I benefitted from prompt professionalism, but even more impressive to me was that I was throughout greeted with an attitude of kind concern for my well being.

I salute all of you. I hope that I may always be as professional and kind myself as I try to help people who come to me for legal help (I am practicing law, much on a pro bono basis).

Arnold I. Weber

Fire Rescue Paramedic Robert Kuzma
Fire Rescue Paramedic Kevin Boone

City & County Of San Francisco

Joel Robinson
General Manager

Recreation & Park Department

John LeTourneau
Supervisor
Assisted Services Division

JANUARY 11, 1999

McLaren Lodge, Golden Gate Park
501 Sanyan Street
San Francisco, CA 94117-1898

Mr. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco Ca 94102

Re: Follow Up On The 31st Annual Christmas Luncheon For The Developmentally Disabled

Once again the Men & Women of The San Francisco Fire Department did an outstanding job in helping me coordinate the Christmas Luncheon. Words really cannot express how happy they made a special group of people feel. Recreation & Parks Department General Manager Mr. Joel Robinson was present at the luncheon, he later expressed to me how fortunate we were to have firefighters like these individuals working for our city.

As I stated to you in and earlier letter, the luncheon was organized 30 years ago by joint efforts of the San Francisco Fire Department, Engine 9 and Truck 9, and the San Francisco Recreation & Park Department.

The Firefighters from engine 9 and Truck 9 with Captain Joe Moriarty Coordinating the arrangements, contacts and secured the services of the St. Francis-Westin Hotel Catering Division to prepare and cook the turkeys, make the dressing and gravy. The San Francisco Fire Department picks up and delivers the turkeys to the San Francisco County Fair Building and the Firefighters carved and serve the turkeys.

Firefighter Tim Rexell from the fire boat station, donated his time to play Santa Claus.

I understand that of the 25 Firefighters that were present, all of their time was donated. The San Francisco Firefighters are a very special group of professionals. Their genuine caring, enthusiasm and help always makes the Luncheon extra special.

I would personally like to invite you to our 1999 Christmas Luncheon. I think that everyone who attends this special event, should be made aware of the great job that the Fire Department does. I would also like you to see how much happiness that they bring to this unique group of people.

Sincerely


David Dinslage

Assisted Services Division
(415) 554-8920

TERENCE HALLINAN
DISTRICT ATTORNEY
CITY AND COUNTY
OF SAN FRANCISCO



EDWINA YOUNG
DIRECTOR
FAMILY SUPPORT BUREAU


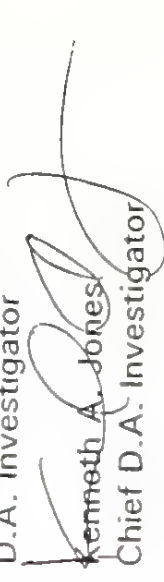
DISTRICT ATTORNEY FAMILY SUPPORT BUREAU
617 Mission Street, San Francisco, CA 94105 Tel. (415) 356-2700

January 8, 1999

San Francisco Fire Department
Chief Robert Demmons
698 Second Street
Room #218
San Francisco, Ca. 94107

Chief Demmons,

Just a short note to extend our thanks and appreciation to the crew of Engine Company One (aka "the alley cats") from station eight (8). Their presence and enthusiastic involvement greatly enhanced our annual holiday toy giveaway. Once again we thank you, the occasion was a most enjoyable success.

Gratefully,

Kathryn L. Moran
D.A. Investigator

Kenneth A. Jones
Chief D.A. Investigator

STUSD

Starr King Elementary School
1215 Carolina Street
San Francisco, CA 94107

January 5, 1999

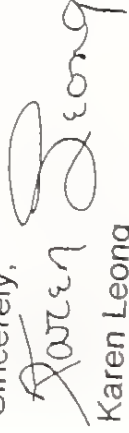
Robert Demmons
Chief, S. F. Fire Department
698 2nd Street
San Francisco, CA 94107

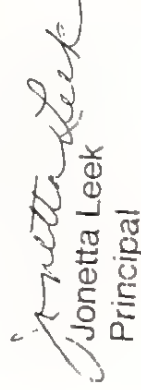
Dear Chief Demmons:

We would like to thank you and your firemen from Station 28 for providing our school with your Santa Toy Program. The firemen were attentive, efficient and wonderful with our needy population of 364 Pre-K through 5th grade children, including the Special Education population. They did run out of toys, but managed to get more at the last minute so that every child had a toy from Santa and a treasured photo.

The program is certainly one worth keeping for the future, especially for those who might not have a very joyous Christmas.

Sincerely,


Karen Leong
Contact Teacher


Jonetta Leek
Principal

cc: Firefighter's Union
Mayor Willie Brown

Batt Chief Victor Pagan
Lieut. Daniel Curran
FF. Robert Lopez
FF Nicholas Russo
FF Keith Wong

CATHERINE J. SCHREIBER

1574 GOLDEN GATE AVENUE, #2 • SAN FRANCISCO • CALIFORNIA • 94115

December 16, 1998

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

I am a San Francisco Court Appointed Special Advocate (CASA) volunteer. I advocate for and mentor a young woman who is part of the foster care system. Last Saturday, we attended a CASA holiday party where she received a gift donated through Toys for Tots—the game “Operation.”

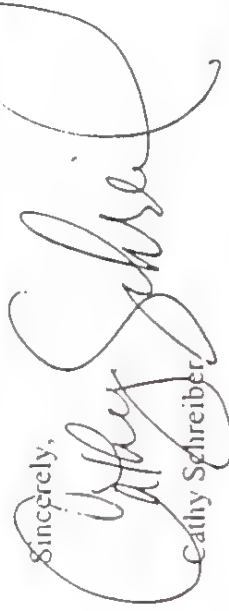
Not only was the gift appreciated, but it was appropriate for “Tanya,” who loves science and aspires to be a doctor one day. We played the game that night when we got back to her foster home.

On behalf of my CASA child, thank you for your involvement in Toys for Tots and for your continued support of local, low-income children and youth.

As you know, the holidays can be an especially difficult time for families who struggle to make ends meet each month. Toys for Tots helps low-income children have a happy holiday—one they may not have otherwise.

I realize the need and scope of Toys for Tots has grown dramatically over the years. I hope you will do everything in your power to continue to support this worthwhile program year after year.

Many thanks and best wishes in the new year.

Sincerely,

Cathy Schreiber

cc: Honorable Willie L. Brown, Jr., Mayor City and County of San Francisco

.G.3.7.2 - 0028

Nailah House
Foster Family Agency
"It Takes A Community to Raise A Child"
5264 Third Street, Suite 302
San Francisco, CA 94124
(415) 822-5928

January 12, 1999

Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

I am writing to you because I would like to express how important the San Francisco Fire Fighters Toy Program continues to be for our non-profit foster family agency. We provide services to many foster children in San Francisco County and are always in need of extra resources. As our children have come from a deprived background and many of our foster families are low income, Christmas can be a stressful time. The Toy Program has allowed our agency to help our foster parents provide meaningful Christmas gifts to the foster children in their care. Not only does the Toy Program provide us with toys but accommodates our requests for specific gifts, specific ages, and provides for most children to have more than one gift. The Toy Program has accommodated our agency for the last three years and we would like to see this tradition continue. Thank you for your support.

Sincerely,

M. Nicole Hamilton

M. Nicole Hamilton, M.S.
Deputy Director



Rotary Club of San Francisco

The Second Rotary Club in the World!

609 Sutter Street, San Francisco CA 94102-1021 U.S.A.

Phone: (415) 923-0645 • Evening Phone: (415) 923-0399 • Fax: (415) 923-0299

1998-99

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Bay Area, Inc.

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KCHS

EXECUTIVE VICE PRESIDENT

Teresa T. Reyes

December 28, 1998

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

On behalf of the San Francisco Rotary Club#2, I want to thank Firefighters In The Schools and the Firefighters Toy Program for their participation in the Boeddeker Park Christmas Party on December 10, 1998. Although it was late in the afternoon, we all appreciated their spirit and enthusiasm. We especially want to thank the volunteers from your department; FF John Volker as Santa, FF Shon Buford, FF Joe Sheievolt, and Batt. Chief John Traversero for making all the arrangements and his work at the event.

This was our first event supporting what we hope is an annual Christmas Party in the Tenderloin District. The day was a huge success due in large part to the fact that most of the food was donated by "Foodrunners" through Marcia Traversero, and activities through the Firefighters Toy Program and Firefighters In The Schools. The adults and approximately 160 children that attended had many nice things to say about the volunteers. You must be very proud of them all.

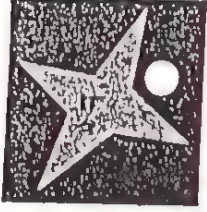
Once again, on behalf of Rotary and the Boeddeker Park Christmas Party Committee, I want to thank your volunteers for their support of San Francisco's children.

Sincerely,

Joseph P. Camberson

When The Firefighters' Oldest Service Club

EDGEWOOD



Center for Children and Families

January 5, 1999

Happy New Year!

Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, California 94107

Dear Chief Demmons,

Our agency provides case management, family support and guidance, as well as an array of workshops and support groups to caregivers and their children they are raising.

During the course of a year we expose our families to a wide variety of cultural and educational activities. But as with any program our annual December holidays events are the special highlight to our children.

This year our holiday party on December 12, 1998 was the best event, as praised by grandparents.

In the beginning of December our toy situation was almost next to none. The donations were coming in ever so slowly. But thanks to the wonderful donation of toys from the San Francisco Fire Fighters Toy Program we were able to make lots of children very happy.

Many of our grandparents are living on a fixed income and don't have money for extra items at Christmas time. In attendance this year our party had 187 children and 90 caregivers. Again, thanks to your donation every child had a gift in there stocking.

Thank you for having this program in our community and for being there for us.

Respectfully,

Anissa Williams

Anissa Williams
Program Director
Grandparents Who Care

4. REGULAR CALENDAR - NEW BUSINESS

B) 1999-2000 Budget

Submitted for review and discussion budget estimates for fiscal year 1999-2000.

(Note: The budget will be submitted for adoption at the regular meeting of February 11, 1999)

Acting President Roff commented that because of the importance of the budget and because there are still some unresolved issues, and it is important that when the Commission reviews the budget it has as many members as possible in attendance, and finally because Chief Demmons is not present tonight, he suggested that the item be continued to a special meeting to focus exclusively on the budget.

Commissioner Soulis moved, seconded by Commissioner Nakajo, that Item 4.B) be continued to a special meeting.

Mr. Darmanin wanted to speak to a previous request he made several months ago regarding the clothing issue he raised concerning HazMat contamination of personal protective clothing, including turnout coats, pants, boots, and helmets. He never received any response from the Fire Commission or Fire Department. The Fire Commission directed him to proceed through the Fire Department to request information, which he did. He received no word. Acting President Roff commented that we are considering postponing the budget until a special meeting. The public comment was on the question to continue the budget discussion.

There were no further questions or discussion and the item was continued to a date and time as yet undetermined.

Mr. Darmanin repeated that several months ago he had requested information regarding the turnout equipment, and personal protective clothing used by the San Francisco Fire Department. He requested what policies and procedures were going to be in place to better monitor the control of HazMat contamination of this equipment. He was directed to contact the Fire Department to get more specific information. He had already done that and did not receive any definite word as to what remedies were in the works or available. He was told in November 1997 that they are aware of the problem and they are discussing it and reviewing it ... He is concerned that this Department has not kept pace with other departments in this area regarding the decontamination of turnout equipment as it becomes contaminated, and firefighters are forced to wear contaminated turnout clothing. They are also forced to go into clean public areas, including homes and businesses, and contaminate those areas. He never got answer from the Fire Commission or anyone else ...

Acting President Roff said Mr. Darmanin was making very wholesale charges for which he (Commissioner Roff) is unaware that there is any foundation. If he remembers correctly, at the time you were asked to provide some evidence of what you are discussing. As far as he knows we adhere to high standards, and he is

4. REGULAR CALENDAR - NEW BUSINESS

B) 1999-2000 Budget

not an expert in this matter, but if you have questions ... Acting President Roff asked if he submitted them in writing. Mr. Darmanin replied affirmatively.

Acting President Roff said, again, that the idea that members of the Department were trooping around and contaminating buildings is frankly, from his perspective, far fetched. If you have questions you might want to resubmit them so we can take another look at them.

Mr. Darmanin said his only purpose in coming here is because he did not get any response regarding specific controls of the problem ... Acting President Roff said that he alleges problems without any suggestion of the substance of that problem, other than your allegations. If you submit a letter we may take another look at it to see what answers you might deserve.

Mr. Darmanin asked if he should submit the letter to the Fire Commission as well as the Chief of Department. Acting President Roff suggested that the letter be sent to the Chief with a copy to the Commission.

C) Public Comment

Anna Rossi, attorney at law, indicated that she represented Captain Peter Roybal on an action he filed with Department of Human Resources, EEO Unit. She said she was present tonight because she was confused about the procedure that this determination will take and she wanted to raise an issue that she believed was important to the neutral and objective evaluation of his claim, and to insure up front that there is going to be any question about how this matter goes resolved. And that issue is that we would ask the Commission President, Rosemarie Fernandez-Pifer recuse herself from this consideration of Captain Roybal's claims. The reason for that is that it has come to Captain Roybal's attention from Ms. Fernandez-Pifer, that while his concerns relate to the appointment of Captain Gary Leal as Battalion Chief, instead of his own appointment, that Ms. Fernandez-Pifer has stated that both she and Susan Leal, the Treasurer of the City and County of San Francisco, are related to Captain Leal. And so for that concern, not knowing exactly what process Captain Roybal's complaint will take, as far as getting before this Commission ...

Acting President Roff said there is nothing before this Commission now. You have a matter pending before Department of Human Resources, and that is the proper venue. He asked if Mr. Cooper has other advice for the Commission.

Mr. Cooper said he spent about twenty minutes on the phone with Ms. Rossi's office explaining the procedure to Ms. Rossi's legal assistant, there is nothing before this Commission and nothing will come before this Commission because it is

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

not a matter within the Commission's jurisdiction. Mr. Roybal has filed a complaint, he believed, with both the EEO unit of the fire department and with the Department of Human Resources (DHR). As he explained to Ms. Rossi's assistant, under the Department's General Order, because the complaint is against the executive members of the Department (Chief of Department) it will likely be referred to the DHR where there is already a complaint. He doesn't know that has happened yet. He doesn't know the substance of the complaint, nor does he know the exact procedural posture of it at this point. When the matter gets to DHR it will be decided by them, they will assign an investigator and take care of the allegations. From DHR it doesn't come back to the Fire Commission. It will remain with the Civil Service Commission or go to the Mayor's office. Therefore, although Ms. Rossi, by getting up here on behalf of her client, is certainly appropriate, and it is certainly appropriate for the Commission to hear her comments; however, this is not a matter for the Commission to render a decision.

Ms. Rossi said that was fine, and after talking to numerous representatives, it was a little confusing as to whether or not the matter would ... Commissioner Soulis said it was not going to come before us ...

Mr. John Hanley, President, Local 798, wanted to commend the fire department for allowing our H3's, who are H2's now, to go onto the 24-hour shift to finish their ambulance training. Previously, our H2's were going from one firehouse for 10-12 hours and then returning to their other firehouse to finish their shift ...

In December he was here inquiring about the promotions of the H3's. They have completed their paramedic training and have been doing the job for up to a year and they have not been promoted. They are receiving the pay. Yet when they go on vacation or catch the flu, which was everywhere in December, they receive H2 pay. For the program to be a success we must take care of our people, that is to promote them.

The other item the Union has is the accountability of the fire companies. Up to eight companies do not have a Captain. What does that do to the firefighting company? Accountability is not there. He remembers that Chief Demmons, prior to becoming the Chief used to pound on the table - accountability, accountability ... The effectiveness of the company, when you don't have a daily Captain in there, it is no secret to the Chiefs who are here tonight that it shows up in tri annual inspections, it shows up in when they go to a fire or go to a medical. The standard of training has decreased when an individual comes in on a daily basis. He brought this up in December and he will continue to bring it up. Hopefully, at some point we will fill those positions before someone gets hurt because of a decrease in accountability.

Acting President Roff asked what the status was.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Acting Chief Gamble replied that currently there are several vacancies. We expect that a Lieutenant who goes in there on a daily basis to assume all responsibilities and perform equally as well as any Captain who would be in there on any day. Mr. Hanley is right, there is some continuity loss, there is not the same body in there acting as the Captain every shift that calls for a Captain. We are very confident in the Lieutenants who go in there to replace those Captains. While it is our goal to appoint the Captains it is not going to happen tomorrow. But it will happen.

Mr. Hanley said he appeared in December and asked the same question, and he'll ask it again. To him as a firefighter in the field it is a big drop off when you have a person come in daily. You don't have a standardization. For instance, an individual will say, "I'm the Captain of the house, I do the ordering of the equipment, the inspections on the rig." It is clear that there is a drop off when you don't have a Captain of the house.

Acting Chief Gamble said it was clear to Mr. Hanley. It is not necessarily clear to everyone else ... Mr. Hanley said excuse me, excuse me, he would bring 500 firefighters in here if you would like, and each firefighter will say that it is clear. You are speaking for yourself. I'm speaking for the Union. Acting Chief Gamble said OK, that is fine, John.

Mr. Hanley said there is a clear drop off in accountability which Chief Demmons used to say that the fire department ... when you don't have a Captain in the house. That is what the Union wants. Again he asked when the H3's will be promoted.

Acting Chief Gamble asked Ms. Ward if the requisitions have all been completed. They are still in ... Acting Chief Gamble said then he cannot give you a date.

Commissioner Soulis said the Chief has signed them and they are in the Mayor's Office for action. That is the current status.

Commissioner Nakajo directed his remarks to Mr. Hanley, saying that his point is well taken in terms of what your concerns are. He also understands Acting Chief Gamble's comments in terms of the responsibility level a Lieutenant assumes upon assignment as a Captain. Your point is well taken and he wanted to reinforce that. In terms of the process the Commissioners and the Department are very aware of trying to get the requisitions approved so we can start to make the promotions. He wanted to reinforce that.

Acting President Roff said the Commission takes Mr. Hanley's comments seriously.

Mr. Darmanin wanted to comment on Mr. Hanley's comments. He thanked Commissioner Nakajo for underscoring the importance of Mr. Hanley's comments, and that you do take it seriously. He was a little taken aback by Acting Chief Gamble's comments

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

just now regarding Mr. Hanley's opinion to, infer that for some reason maybe it is not as important as his. Mr. Hanley as he demonstrated is speaking for the entire membership. That is why he was elected as our president. He thought he should be given the respect for what his comments represent. He is here to defend the Department's safety, and maybe Acting Chief Gamble should be doing a little bit more of that so the Union President does not have to come in here and ...

Acting President Roff stated that these kind of comments ... Certainly, Mr. Hanley speaks for the Union. Certainly this Commission and he thought the administration of this department are respectful of his views, and is respectful of the Union. He has been associated with this Union for decades and certainly whenever Mr. Hanley raises a point, that point is taken seriously. He didn't think, necessarily, that Mr. Damanin has to speak for Mr. Hanley. He is perfectly capable of speaking for himself.

Mr. Darmanin said he was speaking for himself. He appreciates that the Fire Commission takes what Mr. Hanley says seriously. He thought this Department should also recognize what he is saying.

Commissioner Nakajo addressed Mr. Darmanin and explained why he expressed those particular thoughts reinforcing the importance of the Commission. He also takes into consideration what the administration said in terms of what the Department is doing about that subject matter - Lieutenants serving in the role as a Captain, and what effect it is supposed to have on the Department. He didn't want his comments to be perceived one way rather or the another that the Union's comments are not taken seriously by the Commission. There are circumstances that are sometimes beyond the control of the Commission and administration in terms of a City process that we are trying to work with and it concerns him somewhat when we get to some kind of adversarial tone that perhaps we are not doing the best that we can to address the issue. He wanted to separate the emotion from the issue.

Mr. Darmanin said he appreciated it.

Ms. Barbara Thomson stated that she received a call from the Executive Officer of the Civil Service Commission, Kate Favetti, advising her that the new volume of Civil Service Commission rules for the fire department will be issued for comment and meet and confer on February 1, 1999, at the Civil Service Commission's meeting. She asked if the Commission intended to make this a future agenda item before the rules are adopted, and also encourage public comment, and when could she anticipate that it would be placed on the Commission agenda.

Secretary Connors stated that as Ms. Thomson indicated, there will be a meet and confer and he didn't know procedurally whether or not - and perhaps Mr. Cooper could address that - the Commission should make any comments at all until that process has been completed.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Deputy City Attorney John Cooper commented that what Ms. Thomson is referring to is the Civil Service Commission announcement that, the Commission, at its February 1, 1999, meeting will be considering new Civil Service Commission rules applicable to the fire department. As you are aware, the rules under which the fire department operates were in a state of suspension during the time of the Consent Decree. For many, many years now those rules have not been changed, they are out of place, they are out of date with the Charter. The Charter has been changed in the meantime, so the rules need to be changed. The Civil Service Commission has jurisdiction over those rules, and has proposed a number of changes. They will be heard by the Civil Service Commission. This Commission is free to put an item on its agenda for discussion purposes, however, it is a Civil Service Commission matter. They are the only body that will be authorized to act on, and negotiate with the union for those rules, and to enact those rules ...

Acting President Roff commented that there would be meet and confer sessions prior to action by the Civil Service Commission. Mr. Cooper said that meet and confer is with the Civil Service Commission not the Fire Commission. Acting President Roff said this will occur before any action is taken by the Civil Service Commission. Mr. Cooper said he believed so.

Commissioner Soulis said the appropriate thing would be to wait for the outcome of that decision and if we have a problem with it, discuss the problems that we would have with that.

Ms. Thomson said that would be untimely ...

Commissioner Soulis said we couldn't tell them what to do. They are going to make their decision.

Ms. Thomson replied that actually you can during that comment period. This Commission can review those rules and make comment. To Mr. Cooper she said that Ms. Favetti would be quite concerned if you said those rules were outdated and not consistent with the Charter. Actually what happened is, as you well know, all of the departments have followed the Civil Service Commission rules. Recently, a new volume, Volume II, that she brought before the Commissioners, was adopted for the San Francisco Police Department and she thought it was submitted as background for the elimination of the Consent Decree. Volume III would be for the San Francisco Fire Department. Again, this is not because it is outdated and not consistent with the Charter to the best of her understanding. She thought it was to look at whether or not banding is appropriate for a selection process specific to the fire department, which as you know is not consistent with the rest of the civil service rules, which is generally rule of three, rule of the list or other alternative grouping.

Mr. Cooper said those rules are outdated and they are inconsistent with the Charter, that is why the Civil Service Commission is changing them. He would be

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

shocked if the Civil Service Commission held a hearing on matters relating to the operation of the fire department. He would be equally surprised if this Commission held a hearing on the civil service rules that are under consideration by the Civil Service Commission.

Commissioner Nakajo asked Mr. Cooper as a point of clarification he assumed that at that Civil Service Commission hearing it is open to Ms. Thomson and any other member of the public. Mr. Cooper replied affirmatively.

Ms. Thomson said that she guessed for the public record individuals interested in making public comment regarding those new rules for the fire department, including banding, would be best to call the Civil Service Commission at 252-3250.

Acting President Roff said that was the appropriate body, and he would be interested in knowing what action is pending.

There being no further business to come before the Commission, the meeting was adjourned at 6:38 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - February 11, 1999 - 6:00 p.m.
698 Second Street - Room 102

DOCUMENTS DEPT.

ITEM
NO.

FEB 22 1999

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Commissioner Stephen A. Nakajo was absent for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Raymond Balzarini
Joseph C. Asaro
Joanne Hayes-White

- Management Services
- Division of Airports
- Division of Training
- Support Services

Chief Officers - Staff:

Kevin D. Taylor
Richard C. Shortall
Marshal Isaacs, M.D.

- Fire Prevention (Acting)
- Emergency Medical Services
- Emergency Medical Services

Chief Officers - Firefighting Services:

Daniel E. Barden
James R. Cavellini
David A. Frisella

- Division 1
- Division 2
- Division 3 (Acting)

2. Approval of the minutes of the Regular Meeting of January 14, 1999.

Commissioner Roeca moved and Commissioner Soulis seconded.
There were no questions or discussion and the minutes were approved as presented.

SAN FRANCISCO
PUBLIC LIBRARY

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "N") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Monthly Report - Training

Submitting monthly report from Division of Training for January, 1999.

B) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - JANUARY 26, 1999

H2 Firefighter

Michie L. Wong

Rebecca Sturtz

EFFECTIVE DATE - JANUARY 30, 1999

C) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - JANUARY 20, 1999

1233 EEO Programs Specialist

Marchelle E. Phillips

EFFECTIVE DATE - JANUARY 26, 1999

1244 Senior Personnel Analyst

David B. Johnson

3. CONSENT CALENDAR

D) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - JANUARY 25, 1992

H2 Firefighter

Nancy P. Barsotti (vice: Edward Ghilardi, pending H10 promotion)	Henry Gong (vice: Pending Selection of H10 candidate)
Heidi A. Cook (vice: Melissa Lerma, pending H10 promotion)	Scott V. Hua (vice: Pending Selection of H10 candidate)
Lisa Holdcroft (vice: Kathy Austin, pending H10 promotion)	Anson S. Wu (vice: Pending Selection of H10 candidate)
Rachel A. Maric (vice: Jon Won, pending H10 promotion)	Richard D. Untalan (vice: Arnold Woo, pending H10 promotion)
Kim H. Wilson (vice: Alexandra Alexander, pending H10 promotion)	Kristen T. Cottonreader (vice: Paul Urquiaga, pending H10 promotion)
Kevin W. Garry (vice: Pending Selection of H10 candidate)	Megan C. Franzen (vice: Pending Selection of H10 candidate)
Jason T. Mishler (vice: Ronald Robinson, pending H10 promotion)	Rita L. Kearns (vice: Robert Ahern, pending appt. to H3)
Sean E. Visser (vice: Melinda Talmadge, pending H10 promotion)	Sig Wallen (vice: Nancy Allen, pending appt. to H3)
Ramon Simon (vice: Pending Selection of H10 candidate)	Darryl F. Brewster (vice: Andrew Birkhoff, pending appt. to H3)
Catherine A. Emmons (vice: Alan Paul, pending H10 promotion)	Jorge A. Plata (vice: Darren Bortmas, pending appt. to H3)

3. CONSENT CALENDAR

D) Probationary Appointments (Continued)

Mario A. Romero
(vice: Norman Caba,

pending appt. to H3)

Deryk C. Lee

(vice: Scott Keller,
pending appt. to H3)

Jeffrey Hom

(vice: Timothy Fewell,
pending appt. to H3)

Shane Murphy

(vice: William Lafferty,
pending appt. to H3)

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - JANUARY 25, 1992

1450 Executive Secretary I

Eva Atijera

(vice: Leila Merchandani,
retired)

1424 Clerk Typist

Lailani J. Pobre

(vice: 1808 MIS Tech I reclass.
to 1424 Clerk Typist)

F) Provisional Appointment

Reporting the following PROVISIONAL appointment:

EFFECTIVE DATE - NOVEMBER 16, 1998

H1 Fire Rescue Paramedic

Da'rand Shari'ah

(vice: 2532 Paramedic TX'd to H1
OA # 1037826)

3. CONSENT CALENDAR

G) Suspension

Reporting suspension of H2 Firefighter George Smith, Truck 17, for two days, February 9 and 10, 1999, for violation of General Order 91 A-2 (EEO Policy, Discrimination Prohibited).

H) Leave of Absence

Submitting request for leave of absence with pay for Assistant Deputy Chief Raymond Balzarini, Division of Airports, and Lieutenant Joseph Wilson, Operations-Training Supervisor, Airport, for four days, February 1 through February 4, 1999, in order to go to Oshkosh, Wisconsin, to certify and inspect Mobile 37, an aircraft firefighting apparatus. There is no cost to the San Francisco Fire Department, and they will not be replaced.

I) Leaves of Absence

Submitting requests for leaves of absence with pay for the following members of the Bureau of Fire Prevention for one day, February 17, 1999, in order to attend a training class entitled "Hydraulic Calculation Seminar" presented by the California Fire Chiefs' Association (NorCal Fire Prevention Officers) in Roseville, California. Transportation and lodging will be paid by each member. Tuition cost is \$65 each, and will be reimbursed to each member from the training budget of the Bureau of Fire Prevention. Members will not be replaced.

Captain Thomas Harvey
Lieutenant Mario Ballard
Inspector Robert Gallot
Inspector James Gravanis
Inspector William Mitchell
Inspector Lisa Stevenson
Inspector Barbara Schultheis
Inspector Gerald Zari

3. CONSENT CALENDAR

J) Leave of Absence

Submitting request for leave of absence with pay for Inspector Barbara Schultheis, Bureau of Fire Prevention, for four days, February 9 through February 12, 1999, in order to attend a training class entitled "Educode International Seminar" presented by the International Conference of Building Officials, in Las Vegas, Nevada. The cost for tuition, transportation and lodging will be paid by Inspector Schultheis. She will not be replaced.

K) Leaves of Absence

Submitting requests for leaves of absence with pay for the following members of the Bureau of Fire Investigation for four days, January 24 through January 27, 1999, in order to attend a training conference presented by the California Conference of Arson Investigators, at San Luis Obispo, California. Transportation and lodging will be paid by each member. Tuition cost is \$190 each, and will be reimbursed to each member from the training budget of the Bureau of Fire Investigation. Members will not be replaced.

Lieutenant George Alboff
Investigator Eileen McCrystle
Investigator Ronald Morehen
Investigator Brendan O'Leary
Investigator Joseph Scannell

3. CONSENT CALENDAR

L) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 40 Off: Lt. Ronald Lewin; Drv: FF Robert McDill	98-9-119	12-14-98	570	A	File
Cause: Open compartment door - Eng 40, while exiting quarters, struck the fire house center pole with its open left compartment door; driver failed to check door before moving apparatus					
Engine 36 Off: Lt. John Hickey; Drv: FF William Carle	98-9-120	12-15-98	514	B	Bill
Cause: Mirror damage - Eng 36, while parked in front of quarters, had its left front mirror broken by a passing school bus					
Engine 32 Off: Capt. Brendan Ward; Drv: FF Travis Rail	98-9-121	12-21-98	584	B	File
Cause: Double parked car - Allegedly, Eng 32 scraped the fender of a double parked car while Eng 32 was returning to quarters					
Rescue 2 Off: Lt. Mark Johnson; Drv: FR Paramedic David Drabble	98-9-122	12-28-98	881	A	File
Cause: Misjudged clearance - Res 2, while backing into quarters, turned too wide causing the apparatus to jump the curb and strike a guard pipe; one guide was posted					
Engine 39 Off: Lt. Thomas Abbott; Drv: FF George Zhovreboff	98-9-123	12-30-98	522	B	Bill
Cause: Backing up - Eng 39, while parked, was struck when a vehicle backed into Eng 39					

3. CONSENT CALENDAR

L) Accidents (Continued)

Battalion 1 98-9-124 12-31-98 192 B Bill
Off: B/C James Tracy; Drv: C/A Michael Rogers

Cause: Rear end - Batt. 1, while stopped at a red light,
was struck from behind by a Muni street car

Medic 17 98-9-125 01-02-99 722 A File
Drv: FR Paramedic Robert Priolo

Cause: Misjudged clearance - Medic 17 was repositioning
when it hit the front of a parked vehicle

Battalion 8 98-9-126 01-05-99 203 A File
Off: B/C John Lee; Drv: T/CA Kathy Austin

Cause: Misjudged clearance - Batt 8, while backing up in
front of Station 5, struck a tree

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised
reasonable judgment and precautions, exhibited good
apparatus operator's and officer's skills and observed
all state, local and fire department statutes,
ordinances and rules.

Category C - An accident which has occurred because of apparatus
operator's misjudgment of clearance, deficiency in
defensive driving techniques, or failure to anticipate
other vehicle's movements.

M) Physician's Reports

Submitting biweekly reports of Fire Department
Physician concerning disability injuries,
December 26, 1998, through January 8, 1999,
and January 9 through January 22, 1999.

3. CONSENT CALENDAR

N) Temporary Appointments

Reporting having made 295 temporary appointments December 26, 1998, through January 8, 1999, and 230 temporary appointments January 9 through January 22, 1999.

Commissioner Soulis moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "N" on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted nine letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

January 25, 1999

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am writing to thank your fire department for its quick response to a fire that occurred next door to me early this morning. I believe the units timely action prevented my home from being damaged. Additionally, one of the fire fighters skillfully inspected my home to be sure that the fire had not spread to my building. For informational purposes I live at 1325 - 42nd Avenue and the fire occurred at 1321 - 42nd Avenue about 3:30 a.m.

Again, thank you.

/s/ DAVID FRANZBLAU
1325 - 42nd Avenue
San Francisco, CA 94122

Note: The following unit and personnel responded to the above incident:

Engine 23 - Lieutenant Anesto Estrella
Firefighter Gene Bottorff
Firefighter William Magee
Firefighter Donald Lyons

* * * * *

Note: The following eight additional
typed letters of commendation are
included as part of Item 4.A)



American Red Cross

Bay Area Chapter
San Francisco County
85 Second Street, 7th Floor
San Francisco, CA 94105
Phone: (415) 427-8000
Fax: (415) 427-8116

Chief Robert L. Demmons
San Francisco Fire Department
Paramedics Division
698 Second Street
San Francisco, CA 94107

January 19, 1999

Dear Chief Demmons,


The American Red Cross Bay Area Chapter has touched the lives of millions of people in the Bay Area in a positive way during very critical times.

The humanitarian work of our volunteer-led organization is commendable as we consider just a few major events over the past century. The sufferings of the 1898 Spanish American War, 1906 Earthquake, World War II, the Vietnam Baby Airlift, the 1989 Loma Prieta Earthquake, the 1991 East Bay Firestorm, and the 1998 El Nino Storms were lessened by the help of Red Cross workers.

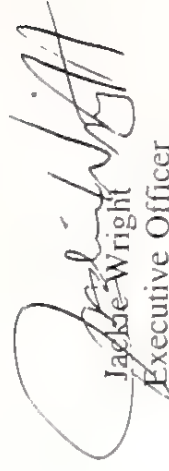
We not only respond to major events, the Red Cross helps when more than 700 annual Bay Area fires leave families homeless. The work that is done by the American Red Cross is not done alone. It's friends like you who have joined in the community spirit that has enabled this non-profit organization to profit our community. We are saluting you because of the assistance you have given the American Red Cross!

At our "Celebration of Heroes" 100th Anniversary Birthday Party, sponsored by Pacific Bell and the Ford Motor Company, we recognized our heroes who have helped the American Red Cross "Keep Families Safe" in the Bay Area. Your organization is one. Please accept our certificate of appreciation as a demonstration of our gratitude. It's our way of saying thank you for all you've done to help the American Red Cross help others. Also enclosed is our Annual Report in the form of a calendar. We hope you'll think of us in 1999 and beyond. Best regards for the New Year!

Sincerely,


Cleopatra Vaughns
Event Chairman


Teri Hernandez
Chairman


Jackie Wright
Executive Officer

CELEBRATING
100TH
YEARS
IN THE BAY AREA
1898 - 1998



Blood Centers *of the Pacific*

Irwin Center
270 Masonic Avenue
San Francisco, CA 94118
PH: 415/567-6400
FAX: 415/921-6184

January 8, 1999

Chief Robert Demmons
S.F. Fire Department
260 Golden Gate Ave.
San Francisco, CA 94102

Dear Chief Demmons:

Congratulations on a job well done! At the S.F. Firefighters Local 798 blood drive on December 16 - 18, 1998, 114 people registered to donate and 101 units of life-saving blood were collected.

Your support of the community blood program is greatly appreciated by all of us at Blood Centers of the Pacific and, more importantly, by the many patients in local hospitals who rely on the blood we collect.

I look forward to working with you on your next blood drive, scheduled for March, 1999. Thank you again for making this a successful event.

Sincerely,

Rick Edmiston

Rick Edmiston, MPH
Senior Account Representative
Donor Recruitment Dept.

RE:sh

Enclosure



EDUCATIONAL THRESHOLDS CENTER

3040 16th Street • San Francisco, CA 94103 • (415) 864-5205 • FAX (415) 864-0916

January 20, 1999

Board of Directors

Elizabeth W. Specht

President

Daniel Acosta

Vice President

Stoner Lichy

Treasurer

Christina Phillips

Secretary

Deborah L. Budach

William R. Coe

Teresia U. Dee

Margaret C. Sjostrand

Jeffrey Tumolo

Valene Tulier

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

Yesterday, January 19, a group of students from St. John's Tutoring Center enjoyed a visit to the Fireboat "Guardian".

Please extend our thanks to Lt. Fred Liedecker for arranging the visit, to Engineer David Owen and Firefighter Bill Wickliffe for making the visit so much fun and for Pilot Bob Costa for giving the children a great tour of the boat. All of them took time out of their busy schedule to make a group of kids from The Mission feel important and welcome.

Our very special thanks goes to Lt. Charles Crane for arranging the transportation and logistics for this, and many other, field trips. Lt. Crane has been a regular St. John's volunteer for most of his Fire Department career and is one of the children's, and staff's, favorite volunteers.

Sincerely,

Ethel Siegel Newlin
Community Liaison

Tutoring Center
1661 15th Street
San Francisco, CA 94103
(415) 864-3815

Community Bridges Beacon
450 Church Street
San Francisco, CA 94114
(415) 626-5222
FAX (415) 431-2233

South End Rowing Club

500 Jefferson Street
San Francisco, CA 94109

TS 13 11 05 26 02

0000000000000000

January 15, 1999

Chief Robert Demmons
San Francisco Fire Dept
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

On January 1, 1999, our organization sponsored our thirty-third annual New Year's Day Alcatraz to San Francisco Swim. Because of the severe tidal changes and the abnormally cold water, this year's race posed problems not normally associated with the event.

Many of our concerns were allayed by the presence of the Surf Rescue and Paramedic units who were conducting a drill in the area at the time of our swim. While we pride ourselves on our ability to provide a safe environment for our swimmers, there is no substitute for professional assistance.

The Fire Department Zodiac was immediately available to pull out an extremely cold swimmer and Fire Department Paramedics were available to assist when the swimmers reached land.

Despite the extreme conditions, our event was an unqualified success, due in no small part to the men and women of the San Francisco Fire Department.

On behalf of the swimmers of the South End, and Dolphin Swim Clubs, thanks.

Yours truly,



George P. Roach
Swim Commissioner

GPR:gdp

cc: Lt. Jim Hentz, SFFD
Ray Minkel, Pres., SERC

MONTESSORI CHILDREN'S HOUSE

OF THE WEST COAST
EDUCATION FOR SPACE



January 20, 1999

Chief Robert Demmons
260 Golden Gate Avenue, Room 225
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the children and Staff of Montessori Children's House of the West Coast I would like to thank you, Lt. Randy Henderson, Lt. Juarez, Fire Fighter Ellen Stein, and Fire Fighter Crista Smith of Station E-31 for the Fire Safety Demonstration on January 13. The children were very impressed with the knowledge and dedication of the Fire Fighters of San Francisco. The Staff would like to extend a special thanks for your kindness and special attention you all paid in presenting the importance of fire safety. Also, we have heard from numerous parents what an impact the Fire Fighters made upon the children. We have been told that many of the children went home to inform their parents of the importance of fire safety.

The educational quality of your demonstration was very impressive, and the Staff feels that you all did such a wonderful job teaching the children about the role of Fire Fighters in the community, and the need for children and adults to be knowledgeable about Fire Safety.

Thank you again for your time and effort in coming to our pre school.

Thank you,

Christine Asakura

Christine Asakura
Administrator



January 20, 1999

Chief Robert Demmons
698 2nd Avenue
San Francisco, CA 94107

Dear Chief Demmons:

I'm writing to thank you and to commend Inspector Kaan Chin for his presentation on fire safety. He was very good with the children and explained things to them in a way they could understand.

The children talked a lot about his visit in the following days. We practiced "stop, drop and roll" and they played firefighters with new enthusiasm. They were also pointing out the smoke alarms without prompting from us. He made a real impression on them!

We plan to bring up fire safety at our next parent meetings and will urge parents to check their smoke alarms and perform fire drills at home with the children.

Thanks again for this valuable service.

Sincerely,

Kitty Ryan

Kitty Ryan
Health Advocate
Tenderloin Childcare Center

RECEIVED
JAN 2 5 1959
MAYOR'S OFFICE

SAINT JOHN COLTRANE AFRICAN
ORTHODOX CHURCH

351 DIVISADERO STREET SAN FRANCISCO CA 94117

Dear Mr Mayor

Grace and peace be multiplied to you in the knowledge of God and of Jesus our Lord. This year marked the thirtieth anniversary of our toy drive and giveaway for the needy children of our community. It is by the grace of God and the tierless efforts of the Sisters of Compassion, that this program has managed to exist these years. It must be acknowledged also that without the generous donations of the Fire Fighters toy drive, much of our work would go undone, so we are writing to let you know that the Fire Fighters program has become a vital part of our service to the many needy children of the haight and western edition of wich we serve. It is our prayer that upon reading this communication that you will become aware of our need for and dependence on this program. We pray that you will ensure the existance of the Fire Fighters toy drive, so that all of our children will be able to believe that there is goodness in our world and that wishes can come true if they only believe. Thank you for your time; your ear; and your heart. We pray Gods peace and blessings upon you, and a happy new year to you and yours.

Sincerely yours in truth

Sister Wanika King

Sister Wanika King S.O.C.

LAS MADRINAS DE CENTRO LATINO

1656-15TH Street
San Francisco, Ca 94103
415-861-8781

January 22, 1999

Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, Ca. 94118

Dear Chief Demmons:

On behalf of the Madrinas of Centro Latino de San Francisco, I wish to commend the following firefighters for their help with the Bob Ayala Christmas Party:

Robert Lucha	Walter Villa Vicencio
Robert Vigil	Charles Crane


The initial contact was made by Firefighter Dennis King in answer to our request for help from the SFFD for toys, etc. His response was immediate and enthusiastic.

Your men came with the Santa trailer, a great Santa Claus, toys and a polaroid camera. Almost 200 children attended the party and were in awe of the whole affair. They feasted on corn dogs, chips, drinks, cartons of candy and ice cream cones at the Center. There was much excitement and revelry in the air. Donations of toys and contributions from other sources helped make the Christmas party a terrific event.

My thanks once again for the outstanding help we received from the above firefighters, members of Los Bomberos. They did an outstanding job "above and beyond the call of duty" and were very patient with the children.

It is our hope that this cooperation will continue with the SFFD as an annual event.

Very truly yours,


Ernest "Chuck" Ayala, Chairman
Bob Ayala Christmas Party

bcc Firefighters
Dennis King
Robert Lucha
Walter Villa Vicencio
Charles Crane

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for January, 1999.

- a. There are 4 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>December</u>	<u>January</u>
Vacation : Annual	19.35	16.81
IDV	8.13	4.06
Compensatory Time	4.29	3.29
Sick Leave	24.97	22.71
Disability	20.77	20.55
Military Leave	.32	.03
Light Duty	6.32	6.03
Other	<u>4.00</u>	<u>2.48</u>
Total	89.45	77.61

- c. The following Work on Days Off (Overtime) were awarded during the month of January:

1	-	H50 Assistant Chiefs, for 24 hours
6	-	H40 Battalion Chiefs, for 24 hours
11	-	H30 Captains , for 24 hours
30	-	H20 Lieutenants , for 24 hours
21	-	H10 Chief's Aides , for 24 hours
266	-	H2 Firefighters , for 24 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

102 - Triple Combination Pumps
46 - Aerial Ladder Trucks
51 - Ambulances
17 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

2 - Triple Combination Pumps
2 - Aerial Ladder Trucks
2 - Ambulances
0 - Miscellaneous Vehicles

- iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

5 - Triple Combination Pumps
4 - Aerial Ladder Trucks
2 - Ambulances
0 - Miscellaneous Vehicles

- iv) The following apparatus were available for relief purposes:

3 - Triple Combination Pumps
3 - Aerial Ladder Trucks
1 - Ambulances
0 - Aerial as city service trucks (no aerial)

- v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Soulis moved and Commissioner Roeca seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) 1999-2000 Budget (Cont'd from Meeting of 01-28-99)

Submitted for review and approval the 1999-2000 budget in the amount of \$159,227,724.

Secretary Connors announced that the budget amount he just read had changed since the agenda was typed last Thursday. The new amount that the Commission will be considering for approval is \$160,882,549.

Commissioner Soulis moved, seconded by Commissioner Roeca, that the budget amount be amended to \$160,882,549.

Chief Demmons made a statement which is attached.

Acting President Roff said he had reviewed the budget document, as had the other Commissioners. This is a new approach to budgeting. This is essentially the first step as the fire department develops its budget for the next fiscal year. As approved tonight it will be a baseline budget with an amount needed to sustain the current level of operations in fire suppression, emergency medical services and other vital functions of the department. Enhancements for additional personnel and equipment will be incorporated into the budget later when the City's revenue projections for the year are made. This is a cautious, and to his way of thinking, a very prudent way to budget, carefully matching the expenditures with actual dollars in the City's general fund. It is a sensible and realistic way to budget making sure that as the department grows and organizes itself the money needed for these purposes actually will be on hand and the department can make progress with confidence. This step-by-step procedure of building on the baseline making sure that the current services are maintained, then adding enhancements as revenues are identified is a change in the way the City constructs its budget. In the past the departments simply totaled up their requests and submitted them only to have them cut when there weren't sufficient dollars. The change by Mayor Brown provided a much more efficient way to build a budget that serves the City and is fiscally sound. The process calls for the closest cooperation between the department and the Mayor's budget office, and from all indications the Chief and the department's new financial director, Debra Ward, have forged such a relationship. He attended a recent meeting with the Chief and Ms. Ward and the Mayor's budget staff. He was very impressed by the professionalism of the presentation. He and his Commissioners join in welcoming Ms. Ward to the department. She is an experienced financial manager, who was the budget coordinator for Arlington County, Virginia, before coming to San Francisco to work, first with Mr. Harvey Rose, Budget Analyst to the Board of Supervisors, and now she is with the department. She is experienced, knows the City, and the ins and outs of the budget process, and speaks what is for this old newspaper man the most arcane of language; she speaks "accountaspeak." She understands all that stuff that they talk about. She will be a major asset working with the Chief and his staff in developing the budget. There are a number of enhancements and priorities that the department has, and he remains confident that these will be considered and that the Mayor's office will be receptive to them. He was

4. REGULAR CALENDAR - NEW BUSINESS

C) 1999-2000 Budget (Continued)
(Cont'd from Meeting of 01-28-99)

confident in the department's ability to make the case for the enhancements and that the Mayor's office will respond to them. He congratulated the Chief and others who worked on the budget. They have done a very good job.

Chief Demmons commented that during his time as Chief all Commissioners have been a blessing to the citizens of San Francisco. He wanted to single out Acting President Roff for the efforts he has made in helping the department bridge some of those communication gaps with the budget people in City Hall ...

Acting President Roff said that working relationship is paramount and he thinks it will work well.

Ms. Barbara Thomson indicated that she has appeared before the Commission on several occasions with her interest and concern about a fully funded personnel department human resources function for the fire department. She was so pleased that the Chief has made that a priority in this budget. She requested an explanation from the Chief or the budget professional as to the location of these new positions for personnel/human resources ...

Chief Demmons said this function will be in the enhancements that will be submitted later as part of the negotiations with the Mayor. Tonight we are approving a baseline budget, a carry forward of the budget and positions we had last year into next fiscal year. That explains why they are not found in tonight's budget document ...

President Roff said that clearly this remains a major priority, and a profound advancement for the department. It will be carried forward in the negotiations with the Mayor's office.

Ms. Thomson referenced index code 310060 - PFC150 and asked the identity of that unit. Chief Demmons said that was the Computer Aided Dispatch (CAD) program. Ms. Thomson asked if that was the information system project director at \$109,464 per year. Chief Demmons replied affirmatively.

Commissioner Soulis concurred with Chief Demmons' comments and thanked Acting President Roff for his work with the Board of Supervisors. It is very important contribution.

Acting President Roff thanked Commissioner Soulis and said that the important work was done by the Chief and his staff, but he was very pleased to see the way the budget has been received.

There were no further questions or discussion and the 1999-2000 budget in the amount of \$160,882,549 was approved as amended on recommendation of Chief of Department.

Statement on FY 1999-2000 Proposed Budget

The proposed budget being presented to you this evening represents the baseline amount, \$160,882,549, that has been agreed upon with the Mayor's budget staff. The two meetings held to discuss and set the baseline submission for the Department are the first in a series of meetings that will be held to formulate the entire budget request for the Fire Department for Fiscal Year 1999-2000.

In the next discussion held with the Mayor's budget staff, the Department anticipates adding the ongoing costs of the pending supplemental appropriation, which totals approximately \$2.6 million. That discussion will also include the Department's projections of revenues for Fiscal Year 1999-2000 and a discussion of the impact of the new Department of Information and Telecommunications rates on FY 1999-2000 expenditures.

As discussions continue in March, the Mayor's budget staff will have completed the revenue estimates for FY 1999-2000 and at that time, based on the amount of funding available, additional items may be added to the FY 1999-2000 budget for the Fire Department. The items that are of the greatest importance to the Department are:

- Full funding for the Cadet and Officer Candidate Training Programs;
- Full funding for the proposed reorganization of the Administrative Functions of the Department which will include the development of a fully functioning personnel office and the development of a centralized purchasing function;
- Continued funding for the cross training of H1 Fire Rescue Paramedics and H2 Firefighters to become H3 Firefighter Paramedics, as well as additional training for H2 Firefighters to serve on BLS ambulances;
- Funding for additional training opportunities for current staff; and
- Adequate funding of the Department's overtime costs for the coming year.

As we continue the negotiations with the Mayor's budget staff, I am confident that we will be able to clearly articulate the needs of the Department and the advantages to the City of funding these enhanced services and functions. I am equally confident that the Department will be able to obtain funding for a substantial portion of the additional requests we will be making over the next two to three months. As we continue our negotiations, I will keep the Commission informed of the status of the budget process and the progress the Department is making in obtaining the funding we need to provide service to the citizens of the City and County of San Francisco.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment

Tyrone Pruitt, Treasurer, San Francisco Black Firefighters Association, rose to speak against a publication (*The Smoke Eaters Gazette*) that is making its way through our fire stations. It is an anonymous publication that is distributed - one means known - through the U.S. Postal system. These publications are racist, sexist, homophobic and slanderous. They serve to incite dissension and unrest against the membership of this department. Our organization denounces these publications and would hope that other organizations, including Local 798, and the other employee organizations also denounce them as well. Our department ... and all organizations across America are going through great changes in diversity, and with all changes comes fear and apprehension. It is our obligation as leaders to recognize the necessity of change and to inform and enlighten our membership that it is not something to be feared. He has heard many members of other organizations come before the Commission and discuss issues of permanent positions to help this department develop and grow strong, and the need for equipment to safeguard our membership. There is another aspect that the department must address in order for us to become strong, and this is this department and our leaders in this department must reach out to help insure that our membership understands that diversity is something that we should all embrace and not fear, and to help the membership understand that when we as a fire department understand that diversity is something that is good for the unit, we can develop and become the best department we can possibly be. He invited every member and employee group of the department to have the moral courage to stand up and be recognized as a member in support of a diverse work force, which is free of discrimination and harassment, and to denounce any act that goes against that goal. He asked the fire department to look into this, if they have knowledge that this gazette, magazine publication is being floated around through our department to take a leadership role in trying to correct that. He thanked the Commission.

Acting President Roff said that in terms of the Department's commitment to diversity and a work place free of discrimination he thought that commitment had been underscored any number of times. It bears repeating to emphasize that clearly the department stands very four square behind the idea of diversity. He appreciated Mr. Pruitt's comments.

Commissioner Soulis asked the Chief if we had addressed this particular issue regarding this publication.

Chief Demmons replied that we have been since the first publication and we have some strong leads ...

Commissioner Soulis said it was under investigation and hopefully we will be able to solve the problem.

Ms. Thomson commented that not realizing she would be following Mr. Pruitt, but it is certainly timely because for a year since last February/March when she

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

began attending Fire Commission meetings, when she said it would be her objective to attend every meeting until this Commission had the objective to develop a public policy statement regarding diversity. That still has not occurred. It dismayed her to hear that acts demonstrating that people are not aware of the importance of diversity are occurring. Again, she asserted with the lack of a public policy statement at the Commission level she doesn't believe that the emphasis is as strong as it could be and she implored the Commission one more time, after a year of appearing before you, to please adopt a public policy statement. Prior to now we couldn't do it because of a consent decree, because of a stipulated order. We don't have them now. Diversity is not something prohibited, to the best of her knowledge, by any state or federal law.

Acting President Roff said he was somewhat surprised by her remarks, he thought it had been emphasized on countless occasions and public occasions, here at the building's dedication a few weeks ago, and certainly at the graduation ceremonies at the Division of Training, and many other occasions, this department's commitment to diversity. Part of the whole purpose of the Cadet Program and Officer Candidate Program is to insure the continuation of a diverse department reflective of the City as a whole. He was a little puzzled by her implication of a lack of commitment on the part of this department. This department has been as staunch and as steadfast about that as it could be. If something further, beyond just mere redundancy, is necessary he is a little puzzled.

Commissioner Soulis stated that the last time she brought this up he referred to the Department's Mission Statement that we carry on our business cards, that is on the wall. It states that we value diversity, a work place free of harassment and discrimination. That is our Mission Statement ... You only have to look to your right (front row Chief Officers staff) to see the diversity within the Department. That speaks for itself.

Commissioner Roeca said his comments would echo that on the Mission Statement. We have a broad leadership reflected here today. This Commission is here regularly and we value and respect that Mission Statement and are fighting daily to respect it. We value comments such as made by Mr. Pruitt. We always have to remain vigilant. This Commission is sensitive and strongly supportive of those goals as reflected in the Mission Statement. He respects her comment and her concern.

Ms. Thomson thanked the Commissioners. She failed to understand why people so committed will not adopt a public policy statement from this Commission. It is common in other organizations, other public boards, and other private industries. She didn't understand why there is recalcitrance to have a public policy adopted.

Acting President Roff said that was sheer nonsense and he found that insulting. Clearly, the Mission Statement speaks for itself, and could not imagine a more emphatic public declaration. If Ms. Thomson wants to submit some suggestion as

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

to what she has in mind ... beyond what has been said repeatedly, and emphasized at countless public meetings ... he was not certain how her statement, whatever she was proposing, would amplify or in any way make a greater emphasis to what is the total and absolute commitment of this Commission; this department to diversity.

Commissioner Soulis asked Ms. Thomson why it would not be redundant to what we have.

Ms. Thomson replied, because what you have is a Mission Statement for the Department, is the departmental statement. The Commission is the executive board for the department ...

Acting President Roff stated that we appreciated her comments.

Ms. Thomson said that as you know she submitted it (earlier) ... She welcomed his invitation and will prepare it again and bring it before you (Commission).

Chief Demmons said without dragging this on any further, he had heard many, many times that actions speak louder than words, and he thought when you look at the action that this department has taken over the recent years - that is a definite statement, that is coupled with the mission and value statement ... Acting president Roff said that was a very good point.

John Hanley, President, Local 798, said let him read it loud and clear, the IAFF Local 798 has zero tolerance toward any form of discrimination; racial, sexual or other ... We have our own Mission Statement, and once again zero tolerance is our policy.

Anna Rossi stated that she represented Captain Peter Roybal on a discrimination charge. She is back again because when she appeared at the last meeting, she asked for a motion to recuse President Fernandez-Pifer from any decision making or investigation of Captain Roybal's charges. Mr. Cooper, at the last meeting, stated that there was no way that the charge would come to the Commission, and she expressed her confusion. The next day she spoke to Mr. Chester Davidson, Department of Human Resources (DHR), EEO investigator specialist who stated that he had received Captain Roybal's charge of discrimination and he sent it over to the Commission to be investigated.

Acting President Roff said he was unaware of any ... we have not seen that. Chief Demmons concurred and stated that is not the way we do ... Acting President Roff said there is nothing before the Commission that he is aware of.

Deputy City Attorney John Cooper said it wasn't sent to the Commission to investigate; it was sent to the department to investigate. After the department has completed its investigation ... The Commission doesn't investigate.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Ms. Rossi said all she was going by is what she was told by the EEO specialist over the telephone. Commissioner Soulis asked for clarification so we can all be on the same page. Deputy City Attorney Cooper said the fire department has its own EEO policy. It has a General Order about filing EEO complaints against executive officers of the fire department. The fire department refers against complaints to DHR. DHR, under the Charter, is the final arbiter of all EEO complaints. But DHR doesn't always have the resources to handle every EEO complaint in the City so they funnel them back to the department to investigate. The department may keep it to make a decision. That is what has happened up until now. What Mr. Davidson might not be aware of, unlike other Commissions in the City, the Fire Commission has a Charter provision which limits its jurisdiction to certain matters. If this case turns out to involve discipline brought by the Department against someone that results in a suspension of more than ten days the appeal of that discipline would come to the Fire Commission under the Charter provision. For discipline meted out less than that, there would be no appeal. If there is only an EEO decision or a decision about whether Captain Roybal's complaint was valid, and he should be entitled to some remedy ... The department has never made a decision like that. He didn't know that the department would but it hasn't risen to the decision level yet, it is still in the investigation phase ...

Commissioner Soulis asked if it would be premature for the Fire Commission to make a decision on the request to recuse. Deputy City Attorney Cooper said there is nothing to recuse from ... Also, President Fernandez-Pifer is not here. She would make that decision.

Ms. Rossi said it might be helpful for someone to let Mr. Davidson know what the procedure is ...

Chief Demmons stated that what happens when there is a charge against the Chief of Department, the Chief, obviously can't sit and make a determination. That is why it is referred to DHR so they can conduct an investigation. This issue is dealing with the supposed denial of a promotion that is EEO based. The fire department can't investigate itself. He didn't know who told them to send it back over here. He hasn't seen it. Somebody should talk to Andrea Gourdine and clarify the process. Chief Demmons asked Assistant Deputy Chief Lorrie Kalos, Management Services, if she received anything from the EEO Unit.

Assistant Deputy Chief Kalos stated that we are not investigating it. The EEO Unit has asked us for some information. They want to know who was promoted to a certain rank within a specific time frame. They request that information and we provide it. We are not doing the investigation. They do the investigation. That is where it is right now.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Deputy City Attorney Cooper said that for Ms. Rossi's benefit we need to define some terms here. Chief Demmons added what they (EEO Unit) will do is ask the department to respond to certain things after their investigation ...

Mr. Cooper wanted to clarify on the record that when we use the term investigation the fire department has a process for investigating EEO complaints involving assigning people to formally do an investigation, to go out and do taped interviews of people. What we heard today is that the fire department has not done that.

Chief Demmons said it doesn't fit into the category. Again, it depends upon who is being charged. In this case the Chief of Department was being charged ... In such cases there is a conflict because the Chief of Department can't make a finding (on himself). This has always been the case. It applies to the Chief of Department, Deputy Chiefs and our two EEO staff members. All our EEO staff essentially work under DHR. They are assigned to the fire department. For other departmental EEO cases we wouldn't refer it to DHR. We would investigate it ...

Mr. Cooper said that Ms. Rossi is correct in that DHR believes it has sent the case back to the fire department ... The Chief repeated that he hasn't received anything. Again, they don't send the case back here they send a request for information. He asked Assistant Deputy Chief Kalos if she had ...

Assistant Deputy Chief Kalos stated we don't get the case back. What we do is get information that a charge has been filed with DHR. Upon receipt, they review the case to decide if they are going to move forward. In doing so they need information (tape turned) to at least initiate their investigation. They will ask for very specific information including dates, who was promoted to what ranks, descriptive information about those individuals ... Whatever that information is they request it from us (Management Services) and we do the background check to provide it to them ... There may even be times when they come here and clear up what they want, to look for things. That's where it is now. We are in a phase where we are preparing information that they have requested to send back to them. We don't have the case. We are not investigating the case. Nor would Management Services make any findings. It is no longer our case.

Ms. Rossi said that obviously she was glad to hear that. There is a conflict, and we are getting mixed messages here, and we wanted to see if we could find a resolution.

Mr. Cooper said to kind of resolve the problem the fire department issued guidelines (General Order) to the membership and also DHR has guidelines that it issues when a complaint is filed, a one-page guidance sheet. If a person who files a complaint believes that the complaint is not being properly handled they are directed to go back to DHR and question them and raise any issues that they have.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Ms. Thomson stated that she thought it would be helpful if it was expressed that there is also a letter of understanding between Andrea Gourdine, Director of Human Resources, and Chief Demmons which articulates and summarizes that understanding which the Chief has presented. A lot of this can be clarified by making a copy of it available. It is detailed and very specific. Acting President Roff inquired if it was something that could be secured from ... She believes the Chief would make it available to the Commission. It is a public document that could be made available under an administrative code request.

Mr. Hanley informed the Commission as he has already told the Chief, that through the IAFF, Local 798 has obtained a grant of up to \$250,000 to train firefighters in San Francisco in first responder hazardous materials, it also deals with terrorist actions. The defense community doesn't ask when it is going to be, how long before it is going to happen. Through the IAFF and the grant we are going to prepare ourselves for the possible next terrorist action. We want to make sure that everyone in San Francisco is well trained in hazardous materials. It will also include BART training, as well.

Chief Demmons said he also would like to thank Mr. Hanley and also, obviously, the IAFF. Mr. Hanley called him to expedite this. We have been meeting with Local 798. Acting President Roff said Mr. Hanley's letter on this subject was included in the Commission packet. We greatly appreciate it.

4. REGULAR CALENDAR - NEW BUSINESS

SUPPLEMENTAL CALENDAR

E) City Attorney

Communication received from Deputy City Attorney John D. Cooper, dated February 5, 1999, submitting for Fire Commission's approval settlement of the following:

Final settlement of Attorneys' Fees (Stipulation on Counsel Fees) in the amount of \$48,729.22, covering the period October 1998 through December 1998. The proposed settlement relates to the case of USA v. CCSF, et al., USDC Action No. C84-7098 MHP and No. C84-1100 MHP.

Commissioner Roeca moved and Commissioner Soulis seconded.

There were no questions or discussion and the settlement of attorneys' fees was approved on recommendation of Chief of Department.

There being no further business to come before the Commission, the meeting was adjourned at 6:52 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - February 25, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

DOCUMENTS DEPT.

MAR 08 1999

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1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for vacation.

Vice President Roff, joined by his colleagues, welcomed President Fernandez-Pifer back.

Robert L. Demmons - Chief of Department
Harold E. Gamble - Deputy Chief - Operations
Patrick W. White - Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Ray Balzarini - Division of Airports
Joanne Hayes-White - Support Services

Note: Captain Michael McKinley represented Asst. Deputy Chief Joseph Asaro (D.O.T.)

Chief Officer - Staff:

Kevin D. Taylor - Fire Prevention (Acting)

Chief Officers - Firefighting Services:

Frank T. Cardinale - Division 1 (Acting)
Thomas M. Velasquez - Division 2 (Acting)
Joseph J. Mazeau - Division 3 (Acting)

2. Approval of the minutes of the Regular Meetings of January 28 and February 11, 1999.
Vice President Roff moved and Commissioner Roeca seconded.
There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "N") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during January, 1999.

B) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during January, 1999.

C) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - FEBRUARY 8, 1999

H40 Battalion Chief

Philip F. Garcia
Victor A. Pagan

Michael S. Kearney
Raymond G. Tomasello

D) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - FEBRUARY 8, 1999

H20 Lieutenant

Brian P. Rabbitt
John A. Hickey
Jose L. Velo
Jeanne M. Seyler
Timothy J. Callen
Leslie C. Steinhof
Edward L. Campbell
Richard G. Calzolari

Rudy Guajardo
Edward B. Moy
Robert F. Postel
Ronald C. Pruyn
Darryl Hunter
Steven G. Wiessler
William J. Clark

3. CONSENT CALENDAR

D) Permanent Appointments (Continued)

EFFECTIVE DATE - FEBRUARY 10, 1999

Vincent A. Perez

EFFECTIVE DATE - FEBRUARY 11, 1999

Greg L. Wyrsh

EFFECTIVE DATE - FEBRUARY 14, 1999

Thomas F. Abbott

Daniel A. Sullivan

EFFECTIVE DATE - FEBRUARY 16, 1999

Philip T. Stevens

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - FEBRUARY 6, 1999

H3 Firefighter/Paramedic

Robert M. Ahern
Nancy A. Allen
Andrew J. Birkhoff
Darren K. Bortmas
Norman J. Caba

Timothy D. Fewell
Scott A. Keller
William J. Lafferty
Alan Reynaud
Pablo S. Siguenza

(Note: The above H3 Firefighter/Paramedics are
appointed vice TX'd from new H1 position
FY 1998-1999)

3. CONSENT CALENDAR

F) Limited Tenure Appointments (from NCS)

Reporting the following LIMITED TENURE appointments:

EFFECTIVE DATE - JANUARY 25, 1999

H30 Captain

James P. Harrington
Frank Morino

G) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - NOVEMBER 19, 1998

1224 Principal Payroll/Personnel Clerk

Vasundara Venkatachari

H) Resignation

Submitting resignation of Probationary
H2 Firefighter Jeffrey Hom, effective
close of business February 9, 1999.
(Resigned with satisfactory service.
Started work 01 25-99.)

I) Leave of Absence

Submitting request for leave of absence with pay
for EMS Chief Richard Shortall and Dr. Marshal
Isaacs, EMS Medical Director, for four days,
March 3 through March 6, 1999, in order to
attend and speak at a National EMS Conference
in Pittsburgh, Pennsylvania. There is no cost
to the San Francisco Fire Department. They
will not be replaced.

3. CONSENT CALENDAR

J) Leaves of Absence

Submitting requests for leaves of absence with pay for Inspectors Alan De Bella and Tyrone Pruitt, Bureau of Fire Prevention, for five days, March 8 through March 12, 1999, in order to attend the Fire Prevention 3B Course (Plan Review) at the California Fire Academy, at Pacific Grove, California. All expenses will be paid by Inspectors De Bella and Pruitt. They will not be replaced.

K) Leave of Absence

Submitting request for leave of absence with pay for Investigator Lawrence Wright, Bureau of Fire Investigation, for five days, March 22 through March 26, 1999, in order to attend a course on domestic violence given by the Institute of Criminal Investigation, in San Francisco, California. All expenses will be paid by Investigator Wright. He will not be replaced.

L) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Battalion 5	98-9-127	01-09-99	914	A	File
Off: B/C Anthony Simi; Drv: C/A Tracie McCulloch					

Cause: Misjudged clearance - Batt 5, while leaving quarters, sideswiped a low-pressure hydrant in front of the fire station

3. CONSENT CALENDAR

L) Accidents (Continued)

Engine 23 98-9-128 01-11-99 572 B File
Off: Capt. Raymond Guzman; Drv: FF

Cause: Equipment malfunction - Eng 23, while parked in front of quarters, damaged a vehicle parked next to the engine, when Eng 23's door swung open after having been previously closed

Medic 81 98-9-129 01-12-99 711 C File
Drv: FR Paramedic Vicki Rooker

Cause: Failure to yield - Medic 81, while backing out of a spot, assumed the other vehicle would yield to Medic 81's horn; other vehicle did not yield

Engine 41 98-9-130 01-13-99 511 A File
Off: Lt. Ronald Lewin; Drv: FF Ken Yee

Cause: Misjudged clearance - Eng 41, while backing into quarters, struck a metal pillar near the apparatus door

Medic 36 98-9-131 01-13-99 733 C File
Drv: FR Paramedic Cari Pouchnik

Cause: Misjudged clearance - Medic 36, while responding to an incident, with its right side mirror struck a delivery van

Medic 10 98-9-132 01-15-99 718 B Bill
Drv: FR Paramedic Chrles Daley

Cause: Miscommunication - Medic 10 was proceeding south on Masonic intending to make a left turn on Grove; a vehicle travelling in the opposite direction assumed the ambulance is going to make a right turn and proceeded forward; thus causing the collision

Engine 38 98-9-133 01-18-99 535 A File
Off: Lt. Steven Jones; Drv: FF Cecilia Jiang

Cause: Backing up - Eng 38, while maneuvering in front of quarters, backed into a parked vehicle; no guides were posted

3. CONSENT CALENDAR

L) Accidents (Continued)

Res. Amb. 13	98-9-134	01-18-99	713	A	File
Drv: FF Vitani Benjamin					

Cause: Misjudged clearance - Res Amb 13, while backing up at Davies Medical Center, struck concrete overhang of the ambulance entrance

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

M) Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for January, 1999:

Name of Claimant	Claim Amount <u>Filed/Paid</u>	Accident Number/ <u>Category/Unit</u>	Date of Accident
Gene Prat	\$ /\$1,081.86	96-7-138 (A) Eng 32	04-24-97
Siv Ing	9,225.00 / 2,795.94	97-8-237 (A) Eng 41	06-05-98
Johanna Lederer	1,191.98	98-9-074 (C) Trk 12	10-04-98
Eddie Williams	50.00	Property damage	10-27-98

3. CONSENT CALENDAR

N) Temporary Appointments

Reporting having made 368 temporary appointments January 23 through February 5, 1999.

Vice President Roff moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "N" on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Suspension Appeal Hearing (Cont'd from Meeting of 01-14-99)

In accord with Section 4001.4 of the Rules and Regulations, reporting that Firefighter Kevin Kramer, Engine 36, has appealed his four calendar days of suspension, January 6-9, 1999, (three work days, January 6, 7 & 9). He was suspended for violation of the Rules and Regulations as follows:

Section 3919 - Unacceptable Language
G.O. 91-A-2 - EEO Policy

Discrimination Prohibited

[Note: This matter will be continued to another meeting of the Fire Commission to follow the conclusion of Chief's Aide John Ferrando's Suspension Appeal (Item 4.B)]

Secretary Connors indicated that by previous agreement of the parties this matter will be scheduled for hearing after Chief's Aide John Ferrando's suspension appeal hearing concludes.

Vice President Roff moved, seconded by Commissioner Roeca that Firefighter Kramer's hearing be continued as indicated.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

B) Suspension Appeal Hearing and Commission Deliberations
(Cont'd from Meetings of 03-12-98 & 12-15-98)

In accord with Section 4001.4 of the Rules and Regulations, reporting that Chief's Aide John J. Ferrando has appealed his ten calendar days of suspension (seven work days), March 17/18, 20/21, 23/24 and 26, 1998. He was suspended for violation of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3920 - Violence
G.O. 91-A-2 - EEO Policy

6:35-11:00 p.m.

1) Hearing

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Appearances:

Terence Howzell, Deputy City Attorney, represented the Department.

Duane Reno and Nyanza Shaw, attorneys at law, represented Chief's Aide John Ferrando, who was present.

Marie Corlett Blits, Deputy City Attorney, represented the Commission.

Request to Exclude Witnesses:

President Fernandez-Pifer approved Mr. Reno's request to exclude witnesses.

Open/Closed Hearing:

Mr. Reno requested a closed hearing.

Vice President Roff moved, seconded by Commissioner Roeca, that the hearing be closed. The motion passed 4-0.

Opening Statements:

Deputy City Attorney Howzell made an opening statement.

Mr. Reno reserved his opening statement.

Witnesses

6:58-10:30 p.m.

Both sides presented and cross-examined witnesses during this period of time.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

B) Suspension Appeal Hearing and Commission Deliberations (Continued)
(Cont'd from Meetings of 03-12-98 & 12-15-98)

Closing Statements

2) Commission Deliberations
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

The Commission deliberated in Closed Session without parties present.

b) Reconvene in Open Session

1) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

President Fernandez-Pifer disclosed that the Commission has ordered a transcript of tonight's hearing and will reconvene on Thursday, March 25, 1992, at 6:00 p.m., to deliberate on the suspension appeal and Motion to Dismiss.

2) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Vice President Roff moved, seconded by Commissioner Roeca, not to disclose any of the discussion that occurred during Closed Session. The motion carried by a vote of 4-0.

6:35-11:00 p.m.

c) Adjournment

The meeting was adjourned at 11:00 p.m.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted nine letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

January 22, 1999

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On Saturday, January 16, while visiting San Francisco, my wife suffered a fall which necessitated the care and attention of your paramedics from Medic 28 as well as the staff of California Pacific Medical Center. Well, your paramedics are wonderful, all of them. Particular encomia are deserved by Dennis McDevitt and Simon Pang who stayed with us all the way. They were sensitive to both of us: my wife's injury and my state of anxiety. Although I run the risk of appearing sycophantic with my panegyrics I must say, no city could have had better care for two elderly tourists! We will be back in June.

Sincerely,

/s/ ROBERT KIRSNER
500 Alminar
Coral Gables, FL 33146

* * * * *

January 14, 1999

Dear Chief Demmons:

I wish to commend and thank the paramedics who responded to my 911 call on October 12, 1998, around 7:50 p.m., to come to my mother's assistance after she had a bad fall and hit her head. I appreciate the paramedics promptness, calmness and professionalism. I am sorry to be so long in sending my thank you, but my mother became seriously ill and is now in a nursing home.

Sincerely,

/s/ CLAUDIA LIPPI
459 Munich Street
San Francisco, CA 94112

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Dear Chief Demmons:

February 7, 1999

My wife Norma had an attack on February 2, 1999, and paramedics arrived promptly and gave the necessary treatment. Our doctor told us to call 911 immediately which I did; enroute my wife had two attacks which were taken care of by your Paramedics. If it hadn't been for David Spencer and Steve Hardcastle, I may have lost my precious one. I just can't thank them enough.

/s/ HAROLD HERGER

256 Glenview
San Francisco, CA 94131

* * * * *

Dear Chief Demmons:

January 19, 1999

Thank you and all of the firefighters for the lovely memorial last Friday afternoon. My wife and I were very moved. My dad lost his life January 30, 1942, at the James F. Waters Plymouth agency on Van Ness Avenue. He was only 42 years old. Thank you once again.

/s/ CHARLES J. MC CARTHY

149 Harbor Drive
Daly City, CA 94014

* * * * *

Dear Chief Demmons:

February, 1999

I became aware last month that the Toys for-Tots program may be discontinued by next year and felt it necessary to let you know the smiles and joys these toys bring to children less fortunate. I am a CASA (Court Appointed Special Advocate) to a 13-year-old girl, who received a gift donated through this program while the child I donate my time, my concern and even a movie and a dinner once in a while. She has given so much to me and I am able to give her the experience of sharing and giving for others. This program does not just give toys to children with few but shows them the joys of giving unconditionally. My child knows where the gift has come from, we've discussed it. It is a lesson in caring not just for yourself, but for our community. Thank you.

/s/ CINDY WEIGLE

CASA Volunteer

* * * * *

Note: The following four additional
typed letters of commendation are
included as part of Item 5.A)

Temple Emanu-El Preschool



Two Lake Street • San Francisco, California 94118 • (415) 751-2541 ext. 18

February 3, 1999

Chief Robert Demmons,
Fire Department of San Francisco
698 2nd Street
San Francisco, CA 94107-2015

Re: Lt. Juarez and Fire Safety Presentation

Dear Chief Demmons,

We would like to extend our gratitude to Lt. Juarez, and thank him for taking the time to visit our school. He was patient with the children, and easily tailored his examples in a way that was appropriate for our five year olds.

They were all so excited to hear all that he had to say and share with them concerning the pumper truck, the firefighters, and fire safety. It was a visit that we all enjoyed immensely and won't soon forget.

Sincerely,

A handwritten signature in cursive script that reads "Wendy Beavers". The signature is written in dark ink and is positioned above the printed name.

Wendy Beavers

JEF

2/13/99

Chief Robert Demmons
San Francisco Fire Dept.

Dear Chief Demmons:

On behalf of the Neighborhood Watch Group of 1000 Bush St. I want to thank you and Lieutenant F. Juraez for the informative talk on Fire Prevention.

Many of the people who attended the meeting have thanked me, and expressed relief on being better informed on how to behave in a fire. Also, having a telephone number of who to contact for suspected violations was helpful.

Thank You:

Jef Reeves
1073 Bush St. # 10
San Francisco, Calif. 94109-6247

1073 BUSH ST. #10
SAN FRANCISCO CALIFORNIA 94109-6247

To: San Francisco Fire Department

From: Officer Alan McCann #962

Subject: Response to Officer Down Call

On Thursday 12/17/98 at approximately 0930 hours I was in a traffic collision involving myself on a marked SFPD motorcycle and a pickup truck. To say the least, I received the business end of the injury, which consisted of a crushing injury to my right leg and miscellaneous fractures to my new Harley Road King. While I was down on the pavement imagining the extent of damage sustained by my leg consistent with the amount of pain present, I could hear the sound of sirens coming. The ambulance arrived with SFPD personnel attending. The sincere care and attention I received from these people was recognized by the way they removed my department equipment, placed a neck collar on me despite my protests, and placed me on the transport board. In route to SFGH the crew started an I.V. and was concerned enough about the severity of my pain that they were about to administer pain relief just as we arrived at the hospital. They even remained after my examination at the hospital to make sure I had a way of getting back to the Hall of Justice if I were released. I sincerely appreciate their response time to the scene, the care I received before and after transport. Please forward this letter to those fine comrades of mine. This Policeman certainly won't forget

Lt. Donald Frediani
FF William Linney
FF Kevin Pardini
FF Chadwick Ertola

Respectfully Submitted,



Alan McCann

11 February 1999

Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Dear Sir:

I wish to commend Alvin Selva, Oscar Cabrera and Anthony Dumont of Medic #3 for the excellent care and their kindness to me.

On 6 February 1999, while attending a dinner at the Cathedral Hotel (Jack Tar to me.), I fainted. A very embarrassing incident.

Immediately the three young gentlemen were caring for me. They were there within minutes.

I'll never forget their kindness and their competent manner. They insisted that I go to the hospital, which was a good idea. I saw my doctor and all is well.

Again, I thank the wonderful young men, Alvin Selva, Oscar Cabrera and Anthony Dumont, for their immediate response and excellent care. I insisted they give me their names.

It reaffirms faith in the younger generation. With men such as these, we are in good shape.

Sincerely,

Quanta S. Maguire

Juanita L. Maguire
21 Sargent Street
San Francisco, CA 94132

5. REGULAR CALENDAR - NEW BUSINESS

B) Public Comment

John Hanley, President, Firefighters Local 798, welcomed back President Fernandez-Pifer, saying he was glad to see her back.

He noted that today he met with Chief Demmons to discuss a few issues which he wanted to raise. Across the country we are losing firefighters in burning buildings and this is happening because they are not getting out in time. Today he and the Chief discussed developing some form of an alarm to evacuate the building. This is in the NIOSH report here. We are also concerned about our rapid intervention teams, to assure if firefighters go down, we can get them out in time. The last item is to ensure that communication equipment used on the fire ground will remain operational at all times. He will provide the most recent NIOSH report today to Deputy Chief Gamble. It is of concern from the recent fires we have had. There is some difficulty in accountability, through one's fault at all. Sometimes events become overwhelming. The Chief and Union both are concerned about these matters.

Vice President Roff said it was very constructive for him to meet with the Chief on these issues, in light of what happened in Oakland and San Jose it raises questions.

Mr. Hanley said that he and the Chief would continue to meet.

Chief Demmons added that it was mentioned at the last meeting that the IAFF is offering up to \$250,000 for hazardous materials training. We have been working with Local 798 to see how we can utilize those funds. We appreciate the Union's efforts.

There being no further business to come before the Commission, the meeting was adjourned at 11:00 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - March 11, 1999 - 6:00 p.m.
698 Second Street - Room 102

DOCUMENTS DEPT.

ITEM
NO.

MAR 22 1999

SAN FRANCISCO
PUBLIC LIBRARY

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Commissioner Stephen A. Nakajo
Commissioner Ted N. Soulis

Vice President Hadley R. Roff was excused for vacation, and
Commissioner Russell S. Roeca was excused for business reasons.

Harold E. Gamble
Patrick W. White

- Acting Chief of Department
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joseph C. Asaro
Joanne Hayes-White
Kevin D. Taylor

- Management Services
- Division of Airports
- Division of Training
- Support Services
- Fire Prevention

Chief Officers - Firefighting Services:

Paul J. Tabacco
Frank Cercos, III
Arthur W. Kenney

- Division 1
- Division 2
- Division 3

2. Approval of the minutes of the Regular Meeting of February 25, 1999.

Commissioner Soulis moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date</u>
Musante, Gary L.	H50 Assistant Chief	Service Feb. 20, 1999
Sullivan, James A.	H40 Battalion Chief	Service Feb. 23, 1999
Nafziger, Robert E.	H2 Firefighter	Service Feb. 20, 1999
Pelz, Hermann O.	H2 Firefighter	Service Feb. 14, 1999

(Note: Retirement Certificates will be presented at
Fire Commission meeting of April 22, 1999)

B) Monthly Report - Training

Submitting monthly report from Division of Training
for February, 1999.

C) Resignation

Submitting resignation of Probationary
H2 Firefighter Henry Gong, effective
close of business February 18, 1999.
(Resigned with satisfactory services.
Started work 01-25-99.)

D) Leave of Absence

Submitting request for leave of absence with pay
for Captain Thomas Harvey, Bureau of Fire
Prevention, for two days, March 18 and 19, 1999,
in order to attend the 9th Annual Fire Prevention
Workshop at the California Fire Prevention
Institute, Monterey, California. Transportation,
lodging and registration will be paid by Captain
Harvey. He will not be replaced.

3. CONSENT CALENDAR

E) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Truck 18	98-9-135	01-19-99	832	A	File
Off: Lt. Glen Kojimoto; Drv: FF David Sager; Tlr: FF John Blake					
Cause: Misjudged clearance - Trk 18, while backing into quarters, struck a vehicle parked on the opposite side of the street; guides were posted					
Battalion 1	98-9-136	01-19-99	966	C	File
Off: B/C Michael Morris; Drv: C/A William Mulkeen					
Cause: Batt 1, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Batt 3's lights and siren					
Engine 40	98-9-137	01-19-99	570	A	File
Off: Lt. James Carey; Drv: FF Allen Posey					
Cause: Misjudged clearance - Eng 40, while turning, scraped the rear bumper of a parked vehicle					
Engine 1	98-9-138	01-20-99	513	B	Bill
Off: Lt. Zachary Pumphrey; Drv: FF Kevin Salas					
Cause: Intersection (red light) - Eng 1, while returning from a dispatch, was struck by a vehicle that went through the controlled intersection					
Rescue 2	98-9-139	01-22-99	881	A	File
Off: Capt. Stephen Freeman; Drv: FF Michael Walsh					
Cause: Misjudged clearance - Res 2, while at a fire scene, pulled between two parked cars in order to allow passage of a second engine company; in so doing, Res 2 struck the front left portion of a parked vehicle					

3. CONSENT CALENDAR

E) Accidents (Continued)

Engine 9	98-9-140	01-22-99	590	A	File
Off: T/Lt. Leslie Mulhair; Drv: FF Helen Horvath					

Cause: Misjudged clearance - Eng 9, while turning at the scene of a second alarm, scraped a lamp post

Ambulance 84	98-9-141	01-27-99	712	B	File
Drv: Paramedic Christopher Heuerman					

Cause: Pedestrian inattention - Amb 84 was proceeding through an intersection when an inattentive pedestrian stepped from the curb and into the passenger side of the ambulance

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

F) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, January 23 through February 5, 1999, and February 6 through February 19, 1999.

3. CONSENT CALENDAR

G) Temporary Appointments

Reporting having made 379 temporary appointments February 6 through February 19, 1999.

Commissioner Soulis moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "G" on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

February 12, 1999

Ladies of the San Francisco
Consular Corps

Section Chief Robert Navarro
EMS

Dear Chief Navarro:

On behalf of the "Ladies" I would like to thank you for the very informative lecture and demonstration on CPR you gave us last week at Admiral Bittoff's. We all feel we will be better prepared to "step in" if ever the situation should arise. And we won't forget "cyanosis means sayonara." It is also very good to know how quickly a call is responded to here.

Thank you.

Yours sincerely,

/s/ CAROLE FROST
President

* * * * *

Note: The following five additional
typed letters of commendation are
included as part of Item 4.A)



POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

FRED H. LAU
CHIEF OF POLICE

February 17, 1999

Bob
Chief Robert Demmons
San Francisco Fire Department

Mr. Rex Martin, Director
Police Communications Division

California Pacific Medical Center
Pacific Campus Medical Director
2333 Buchanan Street
San Francisco, Ca. - 94115

Dear Friends,

On February 16th, 1999 at approximately 8:00 PM, our four year old son Nicholas E. Lau suffered what was later diagnosed as a high fever induced febrile seizure. This was essentially a repeat of a medical situation that occurred on January 2, 1998. We immediately called 911 because our son had gone into convulsions and subsequently stopped breathing.

We administered first aid and rescue breathing until the E39 crew with #5581MA May, Gary; #9988PR Price, Donald; and #5202MA Manini, Thomas; arrived at our home to render assistance. They were followed by M15 with #8447TH Thomas, Andrew; and #0118MO Monroe, Matthew. The response time was commendable.

Nicholas had just suffered an extremely traumatic incident and was showing signs of shock and exhaustion. The emergency services personnel that responded were extremely caring and professional. Although Nicholas could not verbally respond because of shock, we could see in his eyes that he was comfortable with his "friends."

Nicholas was stabilized by the emergency response crews and then transported to California Pacific Medical Services Emergency Hospital by M15. My wife, Barbara, told me later that the crew was extremely compassionate and kept her at ease.

The CPMC medical staff with Dr. Simpson were wonderful. R.N. "Bobbie" cared for Nicholas as if he were her own child. Nicholas required an I.V. and unbelievably did not even flinch when "Bobbie," and "Andy" did their jobs. The other doctors, nurses, and attendants were equally as professional and caring.

The attending doctor from pediatrics subsequently came down and examined Nicholas after it was recommended that Nicholas remain overnight for observation. This doctor was another great example of the caring and professionalism of the CPMC staff. He explained the circumstances of Nicholas' condition and was very gentle and kind to Nicholas. Nicholas thoroughly enjoyed his ride upstairs on his gurney and was made extremely comfortable by the doctors and nursing staff.

His roommate "Kevin," was in tremendous discomfort through the night but the medical staff kept them both under close watch. Nicholas somehow disconnected his I.V. during the night and the nurse responded immediately to assist. The staff even took the time to offer two exhausted parents a tremendous amount of hospitality.

In the morning, R.N. Kathleen Murphy, was the proverbial angel of mercy. Nicholas was by this time extremely restless and wanted to go home. He had to go through additional evaluations and medication and nurse Murphy seemed to be the only person Nicholas would respond to. Nicholas would not do anything unless Nurse Kathy told him to. This lasted even after we arrived home. We had to threaten to call Nurse Kathy because he would not take his medication. He also really enjoyed the care given to him by the attending resident. She was very much appreciated by all of us.

Nicholas subsequently asked us to donate something to the Children's Playroom for all the care he was given. We hope the children enjoy the toys. Nicholas even gave one of his toys to his new friend "Kevin." This seemed to make Nicholas very happy.

A traumatic incident was made much more bearable due to all of the caring and the professional services by the people involved. It started with the receiving of emergency information and the immediate dispatching of emergency services personnel. It continued with the professionalism and caring by the

emergency services response personnel. It ended with the doctors and medical staff at CPMC.

Needless to say, our son Nicholas means the world to us. We could never begin to adequately express our appreciation for everyone's assistance and caring during a tremendously traumatic situation. It is truly reassuring that when it is necessary to make that 911 call that the system works.

We thank you all from the bottom of our hearts.

Fred H. Lau



s.f. neighborhoods alliance
for political awareness

COMMITTEES

Citizen Advisory Committee (MUNI)
Committee on Lake Merritt
Friends of Mam
Planning Department Committee
Neighborhoods Advisory Council to the Mayor
Toward Rights Committee

415-334-4150 Tel/Fax • Polaware@aol.com
<http://homepages.infosetk.com/~polaware/index.html>

February 17, 1999

Chief Robert Demmons
Fire Department
Via Fax No. 415-558-3407

Dear Chief Demmons:

I wish to thank you for the participation of the Health Department at our event on February 6, 1999, *A Bridge to Understanding Our City* held at City Hall. The cooperation extended to us by Lieutenant Ed Campbell was invaluable.

It was very gratifying that 22 City departments participated and that all invited department heads attended except for one.

It was unfortunate that it rained. However, based on the food sales, we estimate the attendance at approximately 2,200 people.

Snoopy of SFPD was definitely the Star of the Day!

Because we believe that interaction between The Bureaucracy and The Public is both necessary and essential, we will be staging this event again on May 22, 1999, at Washington Square in North Beach. We will then take it to Bayview-Hunter's Point. The idea is for The People to understand their City government.

We look forward to working with you again and hope that you see the value of this project, vis a vis The People.

Sincerely,
sf neighborhoods alliance for political awareness

Carmen Ramirez, chair

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

3601 Telegraph Avenue
Oakland, California 94609
(510) 450-3821
(800) 735-2929 (TT/TDD)
(800) 735-2922 (Voice)



February 14, 1999

San Francisco Fire Department
Chief Robert Demmons
698 - Second Street
San Francisco, California 94102


Dear Chief Demmons:

I would like to take this opportunity to commend Firefighter Rick Candia for the assistance he provided to several accident victims, and members of my staff on January 23, 1999.

On the above date, Firefighter Candia was traveling eastbound on Interstate 80, at the San Pablo Dam Road exit, when he encountered a traffic collision involving an overturned vehicle and two injured victims. After quickly assessing injuries to the involved driver, Ms. Ester Ayala-Soto of Vallejo, Rick rendered aid to the driver's son by kicking out the window of the her vehicle and carefully removing the 11 year old boy. After doing so, he removed Ms. Soto, secured the scene, and provided comfort to the victims until the arrival of Highway Patrol and other emergency personnel.

Due to the quick actions of Firefighter Candia, the accident victims were safely removed from peril without injury. Please extend my heartfelt thanks and gratitude to him for his quick actions in assisting the collision victims and the CHP in this incident.

Sincerely,


J. INNES, Captain
Commander
Oakland Area

February 15, 1999 04:08 PM 0165702

Bob Demmons
Fire Chief
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, Ca. 94102

Dear Chief Demmons:

I would like to extend a letter of appreciation to two paramedics who attended to my husband on the evening of Friday, January 29th at approximately 10:00 p.m.

My husband, who is 76 years old, was profusely bleeding and at the time did not want to be taken from our home by ambulance. The attending paramedics were very understanding and in an extremely compassionate and professional manner explained to my husband the severity of the situation. I am happy to say my husband was taken to the hospital by ambulance for further treatment.

I only know these paramedics as Steve and Irene. I hope this letter acknowledges them as the fine professionals they are.

Sincerely,

Sally Virgil

Mrs. Sally Virgil
248 Oxford Street
San Francisco, Ca. 94134

Fire Rescue Paramedics

Irene Ager
Steven Ager

To members of The Fire Commission,
I have
recently been informed of a disturbing situation.
Specifically, the turning over of our Department's
Stress Unit to an outside agency. Having used their
services, I can personally attest to the excellent work
these firefighters do. They add a special comfort
level that I feel will be all but lost if this plan comes
to fruition.

My family and I will be forever indebted
to these special people. Firefighters
Lewis, Heffernan and Miller are as dedicated a
group I have ever seen!

Please intervene and help them
remain part of our Firefighting Family.

Respectfully,

Diana Long

Family

Long
239 WHITE OAK CIR
Petaluma, CA
94952

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for February, 1999.

- a. There are unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>January</u>	<u>February</u>
Vacation : Annual	16.81	15.36
IDV	4.06	5.64
Compensatory Time	3.29	3.46
Sick Leave	22.71	22.93
Disability	20.55	19.04
Military Leave	.03	.00
Light Duty	6.03	6.89
Other	<u>2.48</u>	<u>2.32</u>
Total	77.61	77.11

- c. The following Work on Days Off (Overtime) were awarded during the month of February:

0 - H50 Assistant Chiefs, for 24 hours
 10 - H40 Battalion Chiefs, for 24 hours
 9 - H30 Captains , for 24 hours
 34 - H20 Lieutenants , for 24 hours
 15 - H10 Chief's Aides , for 24 hours
 168 - H2 Firefighters , for 24 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

102 - Triple Combination Pumps
52 - Aerial Ladder Trucks
59 - Ambulances
22 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

1 - Triple Combination Pumps
1 - Aerial Ladder Trucks
2 - Ambulances
0 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

4 - Triple Combination Pumps
2 - Aerial Ladder Trucks
1 - Ambulances
1 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

2 - Triple Combination Pumps
3 - Aerial Ladder Trucks
3 - Ambulances
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Nakajo moved and Commissioner Soulis seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR – NEW BUSINESS

C) Meritorious Awards

Submitted for approval recommendations of the Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department from February 22, 1998, through November 25, 1998

RECIPIENT	RANK/COMPANY	DATE	AWARD
Caroline M.B. Paul	FF Off-Duty – Rescue 2	02-22-98	Ltr. of Commendation
Garry L. Bradford	Capt. Engine 44	08-01-98	Class C
Heather M. Buren	FF Engine 44	08-01-98	Class C
Donald S. Fields	FF Engine 44	08-01-98	Class C
James P. Harrington	Capt. Engine 42	08-01-98	Cert. of Commendation
Davis A. Carroll	T/Capt. Rescue 2	08-01-98	Ltr. of Commendation
Randall C. Hiro	FF Rescue 2	08-01-98	Ltr. of Commendation
Roberto J. Lucha	FF Rescue 2	08-01-98	Ltr. of Commendation
Frank Hsieh	FF Off-Duty – Eng. 16	09-02-98	Ltr. of Commendation
Russell J. Albano	Capt. Engine 18	09-06-98	Ltr. of Commendation
Russell Zimmerman	Fire/Res.PM Medic 18	09-06-98	Ltr. of Commendation
Philip R. Harvey	Capt. Fire Rescue EMS	10-08-98	Ltr. of Commendation
Terrence M. Smith	Inspector Bur. Fire Prev.	10-10-98	Ltr. of Commendation
James M. Blake	T/Lt. Engine 36	11-02-98	Unit Citation
Kevin R. Kelly	FF Engine 36	11-02-98	Unit Citation
Derek K. Murphy	FF Engine 36	11-02-98	Unit Citation
Matthew J. Scola	FF Engine 36	11-02-98	Unit Citation
Frank C. Cuffe	T/CA Batt. 2	11-02-98	Unit Citation

4. REGULAR CALENDAR – NEW BUSINESS

c) Meritorious Awards (con't)

RECIPIENT	RANK/COMPANY	DATE	AWARD
Fredrick E. Leidecker	Lt. Fireboat 1	11-23-98	Unit Citation
William H. Wells	Pilot Fireboat 1	11-23-98	Unit Citation
Dennis J. Kennedy	Mar.Engr Fireboat 1	11-23-98	Unit Citation
John G. Beckerley	T/Lt. Engine 35	11-23-98	Unit Citation
Cameron T. Buckle	FF Engine 35	11-23-98	Unit Citation
James D. Isola	FF Engine 35	11-23-98	Unit Citation
William S. Wickliffe	FF Engine 35	11-23-98	Unit Citation
Thomas J. Carberry	FF Engine 24	11-25-98	Class C

Commissioner Nakajo moved and Commissioner Soulis seconded.

There were no questions or discussion and the meritorious awards were approved on recommendation of Merit Advisory Board and Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

D) Formal Complaints

Submitted formal complaints dated February 26, 1999, against four uniformed members of Engine 38, (resulting from an incident that occurred on 01-01-98) for violation of the Rules and Regulations as follows:

a) Captain Armando Mayorga

Section 1102 - Accountability
Section 1103 - Responsibilities
Section 1120 - Supervision
Section 1128 - Unusual Matters
GO 91 A-2 - Sexual Harassment
GO 95 A-64 - EEO Complaint Process
Section 3935 - False Reports and False Testimony
Section 2801 - Thorough Knowledge
Section 2802 - Enforcement of Rules, Regulations & Orders
Section 3922 - Acts Detrimental to Welfare of Department
Section 3936 - Unauthorized Visits to Places of Amusement
Section 2805 - Leadership
Section 2808 - Welfare of Subordinates
Section 3905 - Unfamiliarity with Rules
Section 3917 - First Alarm Areas
GO 89 A-100 - Adult Entertainment

b) Firefighter Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3915 - Proper Behavior
Section 3922 - Acts Detrimental to Welfare of Department
Section 3924 - Insubordination
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

c) Firefighter William Storti

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3924 - Insubordination
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

4. REGULAR CALENDAR - NEW BUSINESS

D) Formal Complaints (Continued)

d) Firefighter Barry Lo

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

President Fernandez-Pifer directed Secretary Connors to comply with Section 4005 of the Rules and Regulations and inform the four uniformed members that the trial and hearing will be scheduled for April 8, 1999, at 6:00 p.m.

E) Public Comment

Mr. William Kelly commented that the formal complaints read in Item 4.D) involve his wife, and he was present to urge the Commission that when they take this under consideration that they approach the task as a regular job, not being a firefighter or civil service job because in any other line of work, no matter what it is, you can never take someone else's stuff, take out what is in that box that happens to be a present, and replace it with pornographic materials and then lie about it for 15 months and expect to keep your job. It is totally unacceptable.

President Fernandez-Pifer thanked Mr. Kelly for expressing his concern to the Commission, and as previously indicated the trial will be scheduled for April 8, 1999, as part of the regular Fire Commission meeting.

Mr. Kelly hoped that someone wouldn't be able to go on vacation to cause further delay. He didn't think that was right.

President Fernandez-Pifer placed his concern in a bit of reality. There are four members involved, there may be one or more attorneys present; they have to coordinate their trial schedules with the City Attorney's office, who represents the fire department ... We are scheduling it for April 8th so we can get it over with.

Mr. Kelly said that in reality his wife is a victim here, and these people have been given 15 months during which they have lied about this on several occasions. At what point do you protect the rights of his wife and move on with things. We were married two months when this happened. Now we have gone the rest of our

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

marriage with this as a bone of contention between us. The way she sees it she wants it to be over. The way he sees it is that realistically in any other job you couldn't do this and expect to keep your job. It is a joke, and an embarrassment. Your plaque outside says you are dedicated to preserving a safe working environment free of harassment and discrimination and he hopes the Commission lives up to it.

President Fernandez-Pifer thanked Mr. Kelly and said the Commission is committed to a safe working environment free of discrimination, including sexual harassment. Hopefully, these attorneys can get their schedules together so we can commence this hearing on April 8th.

John Hanley, President, Local 798, introduced two recently elected officers of Local 798: Vice President Frank Kelly and Director Stephen Engler, each is a highly dedicated member of Truck 3.

Two weeks ago he was before the Commission and spoke about safety concerns of the firefighters. He discussed RIT (Rapid Intervention Team). A RIT is a rescue team that immediately goes into the fire building when firefighters are reported down. Their sole responsibility is to protect the firefighters. Across the country this is the standard. In San Francisco we are not yet there. He asked Acting Chief Gamble where we are in terms of a RIT. As to other safety items he inquired if the camera that can see through smoke is in the budget. This is something that fire departments throughout the country are ordering. Are we going to go that route?

Acting Chief Gamble said he didn't have an answer on the camera issue. He doesn't know whether or not it is in the budget. He noted that he and Mr. Hanley spoke about RIT and audible alarms a day or two ago. Since that time both of these issues have been given to the chair of the Health and Safety Committee. He should have their recommendation on the RIT issue very quickly. It will probably result in the department issuing a general order. The audible alarm system may take a little bit longer to research as he told Mr. Hanley yesterday or the day before.

President Fernandez-Pifer asked about the camera.

Mr. Hanley said that fire departments are purchasing these cameras and he asked Acting Chief Gamble if we are going to purchase one. It is saving lives, especially in single family dwellings where there are children involved.

Acting Chief Gamble said he was aware of the cameras but this is the first time Mr. Hanley had mentioned it to him. Had he mentioned it two days ago he would have an answer tonight as to whether or not it is in the budget.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

Mr. Hanley said it is something that the Union believes from reading fire-related publications that they are a valuable tool toward saving the citizens of San Francisco, and he wondered if there is a thought to placing one camera on each rescue squad.

Acting Chief Gamble said he believed there has been no proposal to put one on either rescue squad at this time. Had Mr. Hanley mentioned this a couple days ago he would have done some research and had an answer tonight. If you are making a suggestion that something like this be placed in the budget he is happy to hear it. Mr. Hanley said he would strongly advise that they put it in the budget, and purchase it to save the lives of citizens of San Francisco. The expense factor is nothing considering that we can save life.

President Fernandez-Pifer suggested to Mr. Hanley that anytime he meets with the management team regarding proposals and recommendations that you have ... please bring them to the attention of the management team as soon as possible because it does take time to research the types of equipment that are available, what equipment is the best; their cost and other factors ... When you are talking to upper management about your safety concerns that is the time to bring them up because of the time it takes to complete the necessary research ... She specifically referred to the issue of the concerns that Mr. Hanley just raised.

Commissioner Soulis asked Mr. Hanley how he perceived the RIT working.

Mr. Hanley said that theories vary among the big city fire departments. We could sit down at the bargaining table and work it out. On working fires with smoke showing some cities use the next truck or engine that is due. Their sole responsibility is to stand next to the person in charge of the fire and if firefighters are reported down, they (RIT) have designated equipment that they bring with them, they are not overloaded ... They go in light and their sole job is to save firefighters' lives. If they go into the building another RIT is called. It is an easy way to do it and there are a couple of theories. He was sure that some of our Division Chiefs have some excellent ideas.

Acting Chief Gamble referenced meeting and conferring on RIT. That is not a meet and confer item. We are happy to discuss it but it is an operational item.

Mr. Hanley said that Acting Chief Gamble misunderstood what he was saying. The health and safety committee has been meeting about this topic (RIT) for a couple of years.

Acting Chief Gamble stated that at all the recent great alarms he has attended each incident commander had established a RIT in spite of the fact that there is no specific order requiring that they do so.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

Mr. Hanley said it gets confusing because there is no documented evidence that would explain to firefighters at each station what equipment a RIT should carry ...

Commissioner Nakajo commented on Mr. Hanley's statements about the need for the cameras. He didn't have any problem with the Union bringing this issue and other health and safety issues that would save lives, to the attention of management and the Fire Commission. When he hears these issues he would like more information, including the cost. This should be discussed along with the other vital items included in our budget. We are working with the Finance Committee now on budget issues, and when he is asked for information he doesn't always have all the answers. He remembered last year when the hot issue was overtime. The more information he has and the sooner he has it gives him the necessary information to defend and explain our requests.

Mr. Hanley said he didn't have the exact figure but he thought it was roughly \$6,000. He said he understood the point that Commissioner Nakajo was making.

Acting Chief Gamble said he saw brochures and he thought the price was about \$25,000 each.

President Fernandez-Pifer said this points out the need for research so that when the matter is brought forth the necessary information is available for discussion. This allows management to make the necessary analysis. She was not discouraging the dialogue but is pointing out that there is a lot of research that needs to be done - price, type of equipment, number of units. This would be necessary before the items could be included in our budget and our case made to the Finance Committee. She hoped that the Union would continue this dialogue with the Chief.

Mr. Hanley hoped the Commission understood his position of advocating safety issues. President Fernandez-Pifer and Commissioner Nakajo both concurred.

Frank Kelly, Vice President, Local 798, indicated that recently he had very candid conversations with Acting Chief Gamble, the most recent of which concerned EMS, a subject of great importance to Mr. Kelly. He asked Acting Chief Gamble if the Department still is in a state of emergency that was declared in November 1998, pertaining to the BLS ambulances.

Acting Chief Gamble said we are not currently in a state of emergency as the Department created a fix to eliminate the emergency.

Mr. Kelly said that yesterday they had a discussion about the 96th probationary class going through training, and upon reflection, he wondered why the 96th class training involves just being pulled out of the fire stations which will take a long time to complete. In contrast, the 95th class was pulled out and they were

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

backfilled immediately. He wondered why the 96th class is going to take so long to complete their training, with a possible completion date of June. There are firefighters in the 95th class working 70 percent of their time on the ambulance. They are missing very important time in suppression. It is important to the Union that they return to the field as much as possible. Why are we dragging our feet with the 96th class training?

Acting Chief Gamble didn't think "dragging our feet" was the appropriate way to describe the situation.

Mr. Kelly said that with the 95th class they were pulled out of the fire stations for two weeks, for 90 hours of didactic training and another 90 hours of ambulance training. They are working 70 percent of their time in the ambulance, and it seemed to him that if there is an emergency why aren't these other people trained in the same manner.

Acting Chief Gamble said that Mr. Kelly answered his own question because the emergency has ended. We don't have to rush to train another group of BLS trained EMTs. We can take a bit more time with it and do it with lesser expense.

Mr. Kelly said one of the reasons given was that the workload for the paramedics was overwhelming. Wouldn't you say that the workload for the firefighters is the same, plus they are not getting their training in suppression. It would behoove us to send this other class through quickly so they could get back into suppression. Maybe they can get back into suppression half the time, rather than 70 percent in ambulances.

Acting Chief Gamble said he didn't agree with the 70 percent. It is also your statement that they are not getting the training. He didn't agree with either statement. He didn't think this was the forum to debate an operational issue of the fire department. We are going to train the 96th class in a BLS tier. We are going to do it at a slower rate than we did the 95th class, because we think that is the best way to do it ...

Mr. Robert Wickser stated that as a taxpayer and citizen he was very concerned about strength standards in the fire department. He believed that a firefighter should be able to carry our largest citizen out of a burning building. He knew that for over 10 years there was a reason why some of our firefighters can't, but that doesn't mean they shouldn't be able to. He has a problem with this and would like to get advice from anyone here about how he would go about getting implemented some kind of standard for something that is absolutely crucial in firefighting. God forbid we have anything like 1906 again. This department will be very stressed and everyone will have to be able to do their job ... He was steamed about this because for the past 10 years he has seen firefighters ... He's an athlete and knows something about athletics, about how much people can lift just by looking at them ... He knows something about strength. He was told

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

that right now there is only an agility test for firefighters. That is absolutely scandalous ... Anything you could tell me to help investigate this and possibly bring it to 20/20, Frontline or something like that he would appreciate it.

President Fernandez-Pifer asked Acting Chief Gamble if he had a response on how we are training our firefighters.

Acting Chief Gamble said that everyone who enters the fire department does so after passing a physical agility test that consists of five events, a couple of which display strength characteristics. He didn't know why Mr. Wickser had the impression that for the last 10 years we have been passing people ...

Mr. Wickser said that these are facts he needed to get straight. He has more than an impression, but he needs to get things very tight before he can get any changes made. Perhaps the only way he can get this changed is to sue the City. He believes that there are not only firefighters who can't carry out our largest citizens but couldn't carry out our smallest adults out of a building or down a ladder. If he could prove this maybe he could get something changed ... He doesn't have a lot of time to devote to this but he knows something is wrong ... If you don't think there is a problem here that's your opinion and he will have to accept it for now.

Acting Chief Gamble stated that he just answered his own question. We don't agree with your perception.

President Fernandez-Pifer suggested maybe training manuals that cover the issues raised could be made available to Mr. Wickser. Acting Chief Gamble said that would be provided upon written request ...

Mr. Wickser asked Acting Chief Gamble if it would be unreasonable to expect a single firefighter in a very difficult situation to carry a large citizen down a ladder ... Acting Chief Gamble said it was unreasonable to expect any single firefighter to carry the largest citizen down the ladder out of a building ...

5. Public Comment on all matters pertaining to Closed Session.

There was no member of the public who asked to speak about the Closed Session.

6. Vote on whether to hold Closed Session to confer with legal counsel (San Francisco Administration Code Section 67.11(a)).

Commissioner Nakajo moved, seconded by Commissioner Soulis, that the Fire Commission convene in Closed Session to confer with legal counsel. The motion was approved 3-0.

7. Closed Session

The Fire Commission conferred in Closed Session with the City Attorney on existing litigation pursuant to the State of California Government Code, Section 54956.9(a), and San Francisco Administrative Code Section 67.11(b): Kinsey Brennan v. CCSF, et al. (Superior Court No. 992-208).

The Fire Commission conferred in Closed Session from 6:50 p.m. to 7:00 p.m.

8. Reconvene in Open Session

- i) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1(a)(2) and San Francisco Administrative Code Section 67.14(b)(2).

Secretary Connors indicated that he had been instructed by counsel that the Fire Commission not disclose the action taken during Closed Session until the Board of Supervisors takes final action.

- ii) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Nakajo moved, seconded by Commissioner Soulis, not to disclose discussion that occurred during Closed Session.

There were no further questions or discussion and the motion was approved 3-0.

9. Adjournment

The meeting was adjourned at 7:00 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 7:00 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - March 25, 1999 - 6:00 p.m.
698 Second Street - Room 102

DOCUMENTS DEPT.

ITEM
NO.

APR 05 1999

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Ted N. Soulis

SAN FRANCISCO
PUBLIC LIBRARY

Commissioner Stephen A. Nakajo was excused for illness, and
Commissioner Russell S. Roeca was excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Joseph C. Asaro
Joanne Hayes-White
Kevin D. Taylor

- Management Services
- Division of Training
- Support Services
- Fire Prevention

Chief Officer - Staff:

Richard C. Shortall

- Emergency Medical Services

Chief Officers - Firefighting Services:

Daniel E. Barden
James R. Cavellini
David A. Frisella

- Division 1
- Division 2
- Division 3 (Acting)

2. Approval of the minutes of the Regular Meeting of March 11, 1999.

Commissioner Soulis moved and Vice President Roff seconded.
There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "O") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date</u>
Alboff, George S.	H6 Investigator	Service Mar. 31, 1999
Markel, Alexander	H2 Firefighter	Service Mar. 01, 1999
Parrott, Stephen F.	H2 Firefighter	Service Mar. 16, 1999
Popoff, James W.	H2 Firefighter	Service Mar. 15, 1999

(Note: Retirement Certificates will be presented at Fire Commission meeting of April 22, 1999)

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during February, 1999.

C) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during February, 1999.

D) Permanent Exempt Appointment

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - FEBRUARY 26, 1992

H51 Assistant Deputy Chief II

Kevin D. Taylor
(vice: David Haberlin, ret.
H40 TX'd to H51)

3. CONSENT CALENDAR

E) Return to Former Classification

Reporting that Anthony R. Smerdel, Provisional H43 Section Chief, EMS, has been returned to his permanent position as H20 Lieutenant, effective January 23, 1999.

F) Permanent Exempt Appointments

Reporting the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - MARCH 6, 1999

H10 Chief's Aide

Alexandra Alexander (vice: Gerald Scullion, apptd. H20 Lieut.)	Ronald A. Robinson (vice: Leslie Steinhoff, apptd. H20 Lieut.)
Edward J. Ghilardi (vice: Raemona McGregor, apptd. H20 Lieut.)	Arnold Woo (vice: David Jackson, retired)
Robert S. James (vice: Denise Newman, apptd. H20 Lieut.)	Allan R. Paul (vice: New Position, FY 1997-98)
David A. Johnson (vice: Jonathan Low, apptd. H20 Lieut.)	Paul T. Urquiaga (vice: Eduardo Gonzalez, apptd. H20 Lieut.)
Kathy A. Austin (vice: Edmund Dea, apptd. H20 Lieut.)	John K. Won (vice: New Position, FY 1997-98)
Melinda A. Talmadge (vice: Edward Campbell, apptd. H20 Lieut.)	Melissa M. Lerma (vice: New Position, FY 1997-98)

3. CONSENT CALENDAR

G) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - MARCH 1, 1999

H2 Firefighter

Marcella D. McCormack
(vice: Glenn Ortiz-Schuldt,
apptd. H20 Lieut.)

Arnold Choy
(vice: Pending
Attrition Management)

William D. Powell
(vice: Pablo Siguenza,
apptd. H3 FF/pMedic)

Richard Hom
(vice: Pending
Attrition Management)

Edgar M. Covarrubias
(vice: Alan Reynaud,
apptd. H3 FF/pMedic)

Joe K. Lui
(vice: Gerald Engler,
deceased)

(Note: The following 12 H2 Firefighters are appointed
vice Pending Attrition Management)

Jesse C. Bautista
Leonardo B. Cavestany
Lawrence C. Rustia
Edmund G. Vail
Michael R. Gonzales
John W. Hernandez

Tina M. McGowan
Jennifer L. Nymark
Christina M. Wright
Ethan H. Jackson
Brendan D. Cormack
Sherman Tillman

(Note: The following 6 H2 Firefighters are appointed
vice Reduction in Attrition Savings)

Sasha A. Grande
Michael A. Cochrane
Charles F. McCoy

Michael D. Peterson
Paul B. McDermott
Matthew M. Cannon

3. CONSENT CALENDAR

H) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - MARCH 11, 1999

1450 Executive Secretary I

Eva Atijera

1424 Clerk Typist

Lailani J. Pobre

I) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - FEBRUARY 12, 1999

1426 Senior Clerk Typist

Susan Wong
(vice: From Provisional
to Permanent)

J) Resignation

Submitting resignation of the following:

Delia C. Kekulawela, 1649 Account Intern,
effective close of business, March 5,
1999.

(Resigned in order to accept Permanent
1652 position at the Treasurer.

Approximate length of service - one year.)

Mercedes Weatherford, 1426 Senior Clerk
Typist, effective close of business,
March 22, 1999.

(Resigned in order to accept Permanent
1446 position at Recreation & Park.
Transferred from DPH 07-01-97.)

3. CONSENT CALENDAR

J) Resignation (Continued)

Margaret Kang, 1424 Clerk Typist,
effective close of business March 19, 1999.
(Resigned in order to accept Permanent
1426 position at City Planning.
Approximate length of service - 7 years.)

K) Leaves of Absence

Submitting requests for leaves of absence with pay
for the following:

Captain Garry L. Bradford, Bureau of
Equipment, for four days, March 29 through
April 1, 1999, in order to travel to
Charlotte, North Carolina, to visit the
American LaFrance facilities and inspect
apparatus. There is no cost to the City.
Captain Bradford will not be replaced.

Inspector Patrick Stranahan, Bureau of
Fire Prevention, for three days, March 17
through March 19, 1999, in order to attend
the 9th Annual Fire Prevention Workshop at
the California Fire Prevention Institute
in Monterey, California. Transportation,
lodging, and registration will be paid by
Inspector Stranahan. He will not be replaced.

L) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	Accident No. _____	Date _____	Serial No. _____	Category _____	Recommendation _____
EMS RC 3	98-9-142	02-01-99	918	B	Bill
Off: Paramedic Capt. James Fazackerley; Drv: FRP Karen Bisagno-Peterson					
Cause: Rear end collision - EMS RC 3, while stopped, was rear ended by a tour bus					

3. CONSENT CALENDAR

L) Accidents (Continued)

Medic 18 98-9-143 02-01-99 921 B Bill
 Drv: FR Paramedic Robert Belot

Cause: Collision during turn - Medic 18, while preparing to make a right hand turn, struck a vehicle which had made an unsafe right turn from the parking lane

Battalion 8 98-9-144 02-02-99 367 C File
 Off: T/BC Michael Nolan; Drv: T/CA Alison Greene

Cause: Intersection turn - Batt 8 was heading west on Fulton Street when it turned left on 30th Avenue resulting in a collision with a vehicle heading east on Fulton; the light was green for both vehicles

B.F.P. 98-9-145 02-03-99 016 B Bill
 Off: Lt. Peter Schembri

Cause: Rear end collision - BFP vehicle, while stopped, was rear ended by a pickup truck

Ambulance 83 98-9-146 02-04-99 705 B File
 Drv: Paramedic Norman Rooker

Cause: Backing up - Amb 83, while backing out of a parking space, allegedly slightly struck the front bumper of a vehicle

Engine 13 98-9-147 02-05-99 524 C File
 Off: Capt. Raymond Guzman; Drv: FF John Danner

Cause: Misjudged clearance - Eng 13, while leaving scene of an incident, struck a stopped vehicle

Engine 10 98-9-148 02-05-99 580 A File
 Off: Lt. Charles Schafer; Drv: FF Peter Peterson

Cause: Misjudged clearance - While attempting to park, Eng 10 with its right spotlight struck an overhanging tree branch

3. CONSENT CALENDAR

L) Accidents (Continued)

Engine 3 98-9-149 02-07-99 507 A File
Off: Lt. Edward Moy; Drv: FF James Castro

Cause: Misjudged clearance - The driver of Eng 3, while attempting to move the apparatus out of traffic, struck a parked vehicle located behind Eng 3

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

M) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for February, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/Category/Unit</u>	<u>Date of Accident</u>
Santanu Dasgupta	\$1,662.05	98-9-026 (A) Eng 26	08-08-98
Carlton Sue	6,000.00	98-9-027 (A) Eng 1	08-10-98
George Lippi	\$1,576.66/ 1,479.32	property damage	06-21-98
Jeffrey Stokes	9,000.00	property damage	08-21-98

3. CONSENT CALENDAR

N) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, February 20 through March 5, 1999.

O) Temporary Appointments

Reporting having made 332 temporary appointments February 20 through March 5, 1999.

Vice President Roff moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "O" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

Report having made 332 temporary appointments during Payroll Period February 20 through March 5, 1999.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	2	03/03/99
BARBANO MARK J	0040	0050	2	02/22/99
BRACCO RICHARD D	0040	0050	2	03/03/99
BRACCO RICHARD D	0040	0050	3	02/20/99
CARDINALE FRANK T	0040	0050	4	02/25/99
CARDINALE FRANK T	0040	0050	1	02/20/99
FERRY JAMES C	0040	0050	2	02/26/99
FERRY JAMES C	0040	0050	2	02/20/99
FRISELLA DAVID A	0040	0050	8	02/23/99
LEE JOHN J	0040	0050	2	02/28/99
LEE JOHN J	0040	0050	1	02/20/99
MAZEAU JOSEPH J	0040	0050	2	02/25/99
SANCHEZ FEDERICO J	0040	0050	1	03/05/99
TRACEY JAMES M	0040	0050	4	02/23/99
TREANOR FRANK R	0040	0050	1	03/05/99
VELASQUEZ THOMAS M	0040	0050	2	02/25/99
BONNEL MICHAEL W	0030	0040	2	03/03/99
BONNEL MICHAEL W	0030	0040	2	02/25/99
BROOKS WORTHY D	0030	0040	2	02/26/99
BROOKS WORTHY D	0030	0040	2	02/20/99
CAREY WILLIAM G	0030	0040	2	03/03/99
CAREY WILLIAM G	0030	0040	2	02/25/99
CAREY WILLIAM G	0030	0040	1	02/20/99
MASSETANI GARY	0030	0040	10	02/22/99
MCLAUGHLIN PATRICK	0030	0040	2	02/25/99
MCLAUGHLIN PATRICK	0030	0040	2	02/22/99
NOLAN MICHAEL J	0030	0040	2	02/23/99
NOLAN MICHAEL J	0030	0040	2	02/20/99
ODONNELL EDWARD JR	0030	0040	3	03/02/99
ROYBAL PETER D	0030	0040	6	02/22/99
WILHELM ROGER J	0030	0040	2	03/03/99
FARRIS KENNETH	0030	0039	10	02/22/99
KOCHEVAR RICHARD	0030	0039	8	02/22/99
RYAN THOMAS	0030	0039	10	02/22/99
ANDERSEN DAVID	0001	0033	4	02/23/99
ORTIZ SCHULTD GLENN	0020	0033	5	02/23/99
ROBINSON ANTHONY	0020	0033	10	02/21/99
STOREY ERIC	0001	0033	7	02/20/99
TONG SANDY	0001	0033	7	02/23/99

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

AHUMADA MICHAEL R	0020	0030	7	02/21/99	03/05/99
BARAONA EUGENE A	0020	0030	2	03/02/99	03/03/99
BARAONA EUGENE A	0020	0030	6	02/21/99	02/28/99
BATISTE WALTER D	0020	0030	2	02/25/99	02/26/99
BONNIE WM SCOTLAND	0020	0030	2	02/26/99	02/27/99
BONNIE WM SCOTLAND	0020	0030	2	02/23/99	02/24/99
BONNIE WM SCOTLAND	0020	0030	2	02/20/99	02/21/99
CASSIDY STEPHEN H	0020	0030	2	02/27/99	02/28/99
CONNORS JAMES M	0020	0030	2	02/20/99	02/21/99
COYNE JAMES M	0020	0030	2	02/23/99	02/24/99
CUNNIE MICHAEL J	0020	0030	7	02/21/99	03/05/99
DITO AUSTIN M	0020	0030	2	02/25/99	02/26/99
DITO RAYMOND E	0020	0030	2	02/25/99	02/26/99
DRAKE GEORGE	0020	0030	1	03/05/99	03/05/99
ERLER RUDOLPH L	0020	0030	2	02/24/99	02/25/99
FRANKLIN DAVID	0020	0030	8	02/23/99	03/05/99
FREDIANI DONALD L	0020	0030	4	03/01/99	03/05/99
FREDIANI DONALD L	0020	0030	2	02/26/99	02/27/99
FREDIANI DONALD L	0020	0030	2	02/23/99	02/24/99
FREDIANI DONALD L	0020	0030	2	02/20/99	02/21/99
GALLEGOS THOMAS M	0020	0030	4	02/24/99	02/28/99
GARCIA GEORGE H JR	0020	0030	1	02/23/99	02/23/99
GUTIERREZ RICHARD	0020	0030	3	03/02/99	03/05/99
GUTIERREZ RICHARD	0020	0030	2	02/24/99	02/25/99
HANSEN JERRY E	0020	0030	7	02/20/99	03/04/99
JEBE HENRY H III	0020	0030	10	02/20/99	03/05/99
JONES MICHAEL	0020	0030	2	03/04/99	03/05/99
JONES STEVEN P	0020	0030	2	02/23/99	02/24/99
KELLY THOMAS J	0020	0030	2	02/25/99	02/26/99
KING ALEXANDER M	0020	0030	2	03/02/99	03/03/99
KOSTA FRANK H	0020	0030	2	02/27/99	02/28/99
LAUER RICHARD L	0020	0030	2	02/23/99	02/24/99
LAUER RICHARD L	0020	0030	2	02/20/99	02/21/99
LEONARD ALLAN J	0020	0030	6	02/25/99	03/04/99
LEONARD ALLAN J	0020	0030	1	02/20/99	02/20/99
LIGGINS EDWARD JR	0020	0030	2	03/01/99	03/02/99
LIGGINS EDWARD JR	0020	0030	2	02/20/99	02/21/99
MAY GARY A	0020	0030	1	03/05/99	03/05/99
MAY GARY A	0020	0030	6	02/12/99	02/19/99
MCHUGH JAMES E	0020	0030	1	03/05/99	03/05/99
MCHUGH JAMES E	0020	0030	2	02/21/99	02/22/99
MOLINARI ROBERT M	0020	0030	7	02/20/99	03/04/99
MONTAGUE GARY M	0020	0030	2	03/04/99	03/05/99
MONTAGUE GARY M	0020	0030	2	02/26/99	02/27/99
MONTAGUE GARY M	0020	0030	2	02/23/99	02/24/99
MONTAGUE GARY M	0020	0030	2	02/20/99	02/21/99
MURRAY THOMAS E	0020	0030	7	02/20/99	03/05/99

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

OCONNOR JAMES J	0020	0030	2	02/28/99	03/01/99
OCONNOR JAMES J	0020	0030	2	02/25/99	02/26/99
OCONNOR JAMES J	0020	0030	2	02/22/99	02/23/99
OLLER ROBERT G	0020	0030	2	02/23/99	02/24/99
PINKARD HARRY T	0020	0030	7	02/21/99	03/05/99
RIEMER JAMES G	0020	0030	2	02/21/99	02/22/99
RIPOLL GEORGE J	0020	0030	1	03/05/99	03/05/99
SHERIDAN REID K	0020	0030	2	02/27/99	02/28/99
SHERIDAN REID K	0020	0030	2	02/24/99	02/25/99
SOULE ANTHONY P	0020	0030	4	02/25/99	03/01/99
SOULE ANTHONY P	0020	0030	3	02/20/99	02/23/99
WANGARA BERNNE	0020	0030	2	02/25/99	02/26/99
BANFORD ETHAN	0020	0028	7	02/22/99	03/05/99
CASTELLANOS RUDOLPH	0020	0028	10	02/22/99	03/05/99
DEA EDMUND	0020	0028	10	02/22/99	03/05/99
DRISCOLL JOSEPH	0020	0028	5	03/01/99	03/05/99
FIELDS MONICA	0020	0028	10	02/22/99	03/05/99
HALE REX	0020	0028	10	02/22/99	03/05/99
HIGGINS JOSEPH	0020	0028	10	02/22/99	03/05/99
JONES GREGORY	0020	0028	6	02/23/99	03/02/99
LABRADO RUDOLPH	0020	0028	9	02/23/99	03/05/99
MCGREGOR RAEMONA	0020	0028	10	02/22/99	03/05/99
RABBITT BRIAN	0020	0028	5	03/01/99	03/05/99
WILSON JOSEPH	0020	0028	9	02/22/99	03/05/99
DURKEE DONALD R JR	0010	0020	2	02/23/99	02/24/99
MORRISON JOSEPH	0010	0020	2	02/27/99	02/28/99
OWYANG GREGORY	0010	0020	8	02/22/99	03/05/99
SELLIN STEPHEN M	0010	0020	7	02/20/99	03/01/99
VANDERVENNET JOHN	0010	0020	1	02/20/99	02/20/99
BACCIOCCO LOUIS F	0002	0020	1	03/05/99	03/05/99
BACCIOCCO LOUIS F	0002	0020	4	02/21/99	02/25/99
BALMY ALEC MICHAEL	0002	0020	5	02/24/99	03/05/99
BALMY ALEC MICHAEL	0002	0020	2	02/21/99	02/22/99
BECKERLEY JOHN G	0002	0020	1	03/05/99	03/05/99
BECKERLEY JOHN G	0002	0020	4	02/21/99	02/25/99
BERTOLLO WALTER.R	0002	0020	3	02/20/99	02/23/99
BLACKBURN ROBERT G	0002	0020	4	02/20/99	02/27/99
CASTAIN MAURICE	0002	0020	10	02/22/99	03/05/99
CASTELAN MICHAEL	0002	0020	5	02/21/99	03/05/99
CERTAIN JOSEPH	0002	0020	2	02/21/99	02/22/99
CHARLTON MICHAEL B	0002	0020	5	02/27/99	03/05/99
CHARLTON MICHAEL B	0002	0020	2	02/24/99	02/25/99
CHARLTON MICHAEL B	0002	0020	2	02/21/99	02/22/99
CHU EDWARD Y	0002	0020	3	03/02/99	03/05/99

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

COFFEY STEPHEN P	0002	0020			03/01/99	03/02/99
COFFEY STEPHEN P	0002	0020	2		02/23/99	02/27/99
COTTON MICHAEL A	0002	0020	4		02/27/99	02/28/99
COTTRELL PETER	0002	0020	2		02/20/99	03/04/99
CRAWFORD PAUL CARL	0002	0020	5		02/28/99	03/01/99
CUNNANE JAMES P	0002	0020	2		03/03/99	03/04/99
CUNNANE JAMES P	0002	0020	2		02/28/99	03/01/99
CUNNANE JAMES P	0002	0020	2		02/25/99	02/26/99
DAWLEY DAVID	0002	0020	2		02/20/99	02/20/99
DILUZIO JOHN A	0002	0020	1		03/03/99	03/04/99
DILUZIO JOHN A	0002	0020	2		02/25/99	02/26/99
DILUZIO JOHN A	0002	0020	2		02/20/99	02/23/99
DONNELLY RAYMOND J	0002	0020	3		03/04/99	03/05/99
DONNELLY RAYMOND J	0002	0020	2		02/23/99	02/24/99
DUNCAN MICHAEL	0002	0020	2		02/24/99	02/25/99
DUNN GERALD R	0002	0020	2		02/26/99	03/05/99
DUNN GERALD R	0002	0020	6		02/23/99	02/24/99
FALLS GARY J	0002	0020	2		03/03/99	03/04/99
FALLS GARY J	0002	0020	2		02/28/99	03/01/99
FALLS GARY J	0002	0020	2		02/25/99	02/26/99
FALLS GARY J	0002	0020	2		02/22/99	02/23/99
GALLAGHER PETER J	0002	0020	2		03/04/99	03/05/99
GALLAGHER PETER J	0002	0020	2		02/26/99	02/27/99
GALLAGHER PETER J	0002	0020	2		02/20/99	02/21/99
GIBSON BERNARD D	0002	0020	2		02/25/99	02/26/99
GIBSON BERNARD D	0002	0020	2		02/20/99	02/20/99
GISSLER JACK A	0002	0020	1		02/27/99	03/05/99
GISSLER JACK A	0002	0020	3		02/24/99	02/25/99
GISSLER JACK A	0002	0020	2		02/21/99	02/22/99
GREGORY STEPHAN H	0002	0020	2		02/26/99	02/27/99
GRIMESEY PATRICK E	0002	0020	2		03/05/99	03/05/99
GRIMESEY PATRICK E	0002	0020	1		02/27/99	02/28/99
GRIMESEY PATRICK E	0002	0020	2		02/24/99	02/25/99
HANLEY JOHN F	0002	0020	2		02/21/99	03/03/99
HILL STEVEN H	0002	0020	8		02/23/99	02/24/99
HILL STEVEN H	0002	0020	2		02/20/99	02/21/99
HOGAN WILLIAM D	0002	0020	2		02/27/99	02/28/99
HOY CARLOS	0002	0020	2		02/23/99	02/24/99
HURTADO VICTOR GABRIEL	0002	0020	2		02/26/99	02/27/99
HURTADO VICTOR GABRIEL	0002	0020	2		02/23/99	02/24/99
HURTADO VICTOR GABRIEL	0002	0020	2		02/20/99	02/21/99
JOHNSON DAVID ALAN	0002	0020	2		03/01/99	03/02/99
JOHNSON DAVID ALAN	0002	0020	2		02/26/99	02/27/99
JOHNSON DAVID ALAN	0002	0020	2		02/23/99	02/24/99
JOHNSON DAVID ALAN	0002	0020	2		02/20/99	02/21/99
JONES KENNETH R	0002	0020	2		02/25/99	02/26/99
JONES KENNETH R	0002	0020	2		02/20/99	02/23/99
KANE MARK E	0002	0020	3		02/25/99	02/26/99
KEOHANE JERRY E	0002	0020	2		02/27/99	02/28/99

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O) Temporary Appointments (Continued)

KING JOSEPH L	0002	0020	2	03/04/99	03/05/99
KING JOSEPH L	0002	0020	2	03/01/99	03/02/99
KING JOSEPH L	0002	0020	2	02/20/99	02/21/99
KNIGHT ROHAN	0002	0020	2	03/04/99	03/05/99
KNIGHT ROHAN	0002	0020	2	03/01/99	03/02/99
KNIGHT ROHAN	0002	0020	2	02/26/99	02/27/99
KNIGHT ROHAN	0002	0020	2	02/23/99	02/24/99
KOENIG WILLIAM G	0002	0020	9	02/21/99	03/05/99
LAU KERBY	0002	0020	8	02/21/99	03/05/99
LEE SONNY JAK	0002	0020	2	03/01/99	03/02/99
LEE SONNY JAK	0002	0020	2	02/26/99	02/27/99
LEE SONNY JAK	0002	0020	4	02/20/99	02/24/99
LOMBARDI KENNETH A	0002	0020	2	03/03/99	03/04/99
LOMBARDI KENNETH A	0002	0020	2	02/25/99	02/26/99
LOMBARDI KENNETH A	0002	0020	3	02/20/99	02/23/99
LYONS DONALD T	0002	0020	2	02/20/99	02/21/99
MATEIK ROBERT STEPHEN	0002	0020	8	02/20/99	03/05/99
MCHUGH PAUL M	0002	0020	2	03/04/99	03/05/99
MCHUGH PAUL M	0002	0020	2	03/01/99	03/02/99
MERRILL CLIFTON D	0002	0020	2	03/04/99	03/05/99
MIELKE ROBERT T	0002	0020	2	03/04/99	03/05/99
MIELKE ROBERT T	0002	0020	2	02/26/99	02/27/99
MIELKE ROBERT T	0002	0020	2	02/23/99	02/24/99
MIELKE ROBERT T	0002	0020	2	02/20/99	02/21/99
MULHAIR LESLIE K	0002	0020	3	03/02/99	03/05/99
MULHAIR LESLIE K	0002	0020	2	02/27/99	02/28/99
OLEARY MICHAEL E	0002	0020	2	02/25/99	02/26/99
OSHEA JOHN P	0002	0020	3	03/02/99	03/05/99
OSHEA JOHN P	0002	0020	2	02/24/99	02/25/99
OSULLIVAN KEVIN EDWARD	0002	0020	2	03/03/99	03/04/99
OSULLIVAN KEVIN EDWARD	0002	0020	2	02/28/99	03/01/99
OSULLIVAN KEVIN EDWARD	0002	0020	2	02/25/99	02/26/99
OSULLIVAN KEVIN EDWARD	0002	0020	2	02/22/99	02/23/99
PARENT JOHN C	0002	0020	2	02/27/99	02/28/99
PATT MICHAEL DONALD	0002	0020	3	03/02/99	03/05/99
PATT MICHAEL DONALD	0002	0020	2	02/27/99	02/28/99
PATT MICHAEL DONALD	0002	0020	2	02/24/99	02/25/99
PATT MICHAEL DONALD	0002	0020	2	02/21/99	02/22/99
PLATT BRUCE E	0002	0020	2	02/23/99	02/24/99
REY BRAD LAWRENCE	0002	0020	2	02/27/99	02/28/99
RITTER DAVID C	0002	0020	2	02/25/99	02/26/99
ROMERO SAMUEL NMI	0002	0020	2	02/22/99	02/23/99
RUSSELL DAVID EDWARD	0002	0020	2	02/25/99	02/26/99
SAITZ DAVID CLEMENT	0002	0020	2	03/03/99	03/04/99
SAITZ DAVID CLEMENT	0002	0020	2	02/28/99	03/01/99
SAITZ DAVID CLEMENT	0002	0020	3	02/20/99	02/23/99
SALA SIULAGI L	0002	0020	2	02/20/99	02/21/99
SCHRICK JAMES J	0002	0020	2	02/27/99	02/28/99

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0) Temporary Appointments (Continued)

SERPA ANTHONY J	0002	0020	2	02/25/99	02/26/99
SERPA ANTHONY J	0002	0020	5	02/20/99	02/26/99
SKAIN PATRICK M	0002	0020	2	02/23/99	02/24/99
SLATTERY RICHARD F	0002	0020	3	03/02/99	03/05/99
SLATTERY RICHARD F	0002	0020	2	02/27/99	02/28/99
STORTI WILLIAM OLIVER	0002	0020	2	02/21/99	02/22/99
STORTI WILLIAM OLIVER	0002	0020	2	03/03/99	03/04/99
STORTI WILLIAM OLIVER	0002	0020	2	02/28/99	03/01/99
STORTI WILLIAM OLIVER	0002	0020	2	02/25/99	02/26/99
SULLIVAN DENNIS WILLIAM	0002	0020	3	02/20/99	02/23/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/04/99	03/05/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/01/99	03/02/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	02/26/99	02/27/99
SULLIVAN GERALD	0002	0020	2	02/23/99	02/24/99
THOMAS MACHEAL NMI JR	0002	0020	5	02/20/99	03/04/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	02/20/99	02/21/99
TUIASOSOPO JOHN MISIATA	0002	0020	3	03/02/99	03/05/99
URQUIAGA PAUL THOMAS	0002	0020	2	02/27/99	02/28/99
URQUIAGA PAUL THOMAS	0002	0020	2	03/04/99	03/05/99
URQUIAGA PAUL THOMAS	0002	0020	2	03/01/99	03/02/99
URQUIAGA PAUL THOMAS	0002	0020	2	02/26/99	02/27/99
WINSLOW ROBERT EDWARD	0002	0020	2	02/20/99	02/21/99
WINSLOW ROBERT EDWARD	0002	0020	3	03/02/99	03/05/99
WINSLOW ROBERT EDWARD	0002	0020	2	02/27/99	02/28/99
WONG BARRY D	0002	0020	2	02/21/99	02/22/99
WONG MIKE JAMES	0002	0020	2	02/27/99	02/28/99
WONG MIKE JAMES	0002	0020	3	03/02/99	03/05/99
WONG SUEON F	0002	0020	2	02/27/99	02/28/99
WONG SUEON F	0002	0020	2	03/02/99	03/03/99
WONG SUEON F	0002	0020	2	02/24/99	02/25/99
WYRSCH VICTOR HERMAN	0002	0020	2	02/21/99	02/22/99
WYRSCH VICTOR HERMAN	0002	0020	2	03/03/99	03/04/99
WONG JEFFREY	0002	0016	10	02/22/99	03/05/99
ADAMS EUGENE DARREL	0002	0010	2	02/27/99	02/28/99
ALEXANDER ALEXANDRA C	0002	0010	7	02/21/99	03/05/99
AUSTIN KATHY A	0002	0010	4	02/28/99	03/04/99
AUSTIN KATHY A	0002	0010	1	02/20/99	02/20/99
BIAGINI DANIEL	0002	0010	7	02/21/99	03/05/99
CANEDO BENJAMIN A	0002	0010	1	03/05/99	03/05/99
CARDINALE KATHRYN M C	0002	0010	3	03/02/99	03/05/99
CARDINALE KATHRYN M C	0002	0010	2	02/27/99	02/28/99
CARDINALE KATHRYN M C	0002	0010	4	02/21/99	02/25/99
CELONA MICHAEL	0002	0010	9	02/21/99	03/05/99
CHAVEZ DAVID JOSEPH	0002	0010	2	02/22/99	02/23/99
COE SARA	0002	0010	1	02/20/99	02/20/99
GHILARDI EDWARD	0002	0010	6	02/21/99	03/04/99

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O) Temporary Appointments (Continued)

GORDON DAVID	0002	0010	6	02/20/99	03/03/99
GREENE ALISON KIM	0002	0010	2	03/01/99	03/02/99
HODGE JUANITA A	0002	0010	2	03/01/99	03/02/99
HOM ALBERT CHEW	0002	0010	2	03/01/99	03/02/99
HUI RICKY MING	0002	0010	2	02/27/99	02/28/99
JONES KENNETH L	0002	0010	7	02/20/99	03/01/99
JONES MICKI A	0002	0010	2	02/26/99	02/27/99
JONES MICKI A	0002	0010	2	02/23/99	02/24/99
KARAWANNY GEORGE NMN	0002	0010	4	02/28/99	03/04/99
KYONO BRIAN YUTAKA	0002	0010	2	02/27/99	02/28/99
LABRADO EDWARD	0002	0010	2	02/26/99	02/27/99
LABRADO EDWARD	0002	0010	2	02/23/99	02/24/99
LERMA MELISSA	0002	0010	8	02/20/99	03/05/99
MARTINEZ ANTHONY DAMON	0002	0010	1	02/20/99	02/20/99
OKELLY CARISA NMI	0002	0010	2	02/23/99	02/24/99
PAIGE JOEL BARRY	0002	0010	6	02/22/99	03/04/99
PAMPANIN VINCENT A	0002	0010	7	02/21/99	03/05/99
PAUL ALLAN	0002	0010	2	03/04/99	03/05/99
PEOPLES DONALD WAYNE	0002	0010	2	02/22/99	02/23/99
PRIEM CAROLINE ANASTASIA	0002	0010	3	02/20/99	02/26/99
ROBINSON RONALD	0002	0010	1	02/20/99	02/20/99
ROLDAN FRANK PATRICK	0002	0010	2	02/25/99	02/26/99
SMITH KRISTA	0002	0010	2	03/01/99	03/02/99
SMITH KRISTA	0002	0010	2	02/20/99	02/21/99
TALMADGE MELINDA ANNETTE	0002	0010	2	02/20/99	02/21/99
VERANT ROGER	0002	0010	7	02/21/99	03/05/99
WON JOHN	0002	0010	7	02/21/99	03/05/99
WOO ARNOLD P	0002	0010	6	02/24/99	03/05/99
WU ALLEN SUNNY	0002	0010	2	03/03/99	03/04/99
WU ALLEN SUNNY	0002	0010	4	02/22/99	02/26/99
ZACZEK CHRISTOPHER	0002	0010	2	02/26/99	02/27/99
MCCLARAN STEFANA	0002	0003	7	02/20/99	03/04/99
ALBOFF GEORGE	0006	0024	8	02/22/99	03/05/99
MCGUINN MARTY	0002	0006	8	02/20/99	03/05/99
SCANNELL JOSEPH	0002	0006	7	02/20/99	03/04/99
THOMAS JENNIFER	0010	0006	9	02/21/99	03/05/99
VEGA PAUL	0010	0006	8	02/20/99	03/02/99
CEREGHINO KENNETH	0022	0032	8	02/22/99	03/04/99
LI ERNEST	0022	0032	8	02/23/99	03/05/99
SUDANO JOHN	0022	0032	7	02/23/99	03/05/99
BRAIDA MICHAEL	0004	0022	7	02/23/99	03/04/99
CORDES THOMAS	0004	0022	8	02/22/99	03/05/99
CUTONE ROBERT	0004	0022	8	02/23/99	03/05/99

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0) Temporary Appointments (Continued)

GRAFF JOSEPH	0004	0022	8	02/23/99	03/05/99
SCHEMBRI PETER	0006	0022	8	02/21/99	03/05/99
ARD GERALD	0002	0004	8	02/08/99	02/19/99
ESTABEZ MICHAEL	0002	0004	8	02/22/99	03/05/99
GATES PRISCILLA	0002	0004	7	02/23/99	03/05/99
GUIIRON BRUCE	0002	0004	7	02/22/99	03/05/99
PIOMBO JOHN	0002	0004	8	02/22/99	03/04/99
ZARI GERALD	0002	0004	8	02/23/99	03/05/99
DISABILITY PAY					
MILES WILLIAM	0040	0050	14	02/22/99	03/05/99
MORAN MICHAEL	0040	0050	14	02/22/99	03/05/99
ALBANO RUSSELL	0030	0040	10	2/20/99	03/05/99
RONAN JOHN	0030	0040	10	2/20/99	03/05/99
BRODIE KENNETH	0020	0030	14	02/20/99	03/05/99
COBO MATIAS	0020	0030	14	02/20/99	03/05/99
HUBBARD FRED	0020	0030	14	02/20/99	03/05/99
KIM ROBERT	0020	0030	14	02/20/99	03/05/99
SCHAFER CHARLES	0020	0030	14	02/20/99	03/05/99
CORREA ANTONIO	0004	0022	14	02/20/99	03/05/99
HOY CARLOS	0002	0020	2	02/20/99	02/21/99
HUPKE KENNETH	0002	0020	14	02/20/99	03/05/99
JACKSON ROBERT	0002	0020	14	02/20/99	03/05/99
OWEN KENNETH	0010	0020	14	02/20/99	03/05/99
JAMES ROBERT	0002	0010	14	02/20/99	03/05/99
CARDER MARY	0002	0006	14	02/20/99	03/05/99
WORKERS COMPENSATION					
CERCOS JOHN	0030	0040	14	02/20/99	03/05/99

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Commission Deliberations on Suspension Appeal, including the Motion to Dismiss
(Cont'd from Meetings of 03-12-98, 12-15-98 & 02-25-99)

In accord with Section 4001.4 of the Rules and Regulations, reporting that Chief's Aide John J. Ferrando has appealed his ten calendar days of suspension (seven work days), March 17/18, 20/21, 23/24 and 26, 1998. He was suspended for violation of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3920 - Violence
G.O. 91-A-2 - EEO Policy

6:37-7:36 p.m.

1) Commission Deliberations on Suspension Appeal, including the Motion to Dismiss

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

The Fire Commission deliberated in Closed Session

6:38-7:25 p.m.

2) Reconvene in Open Session

a) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

The Commission announced that it had deliberated in Closed Session and gave instructions to the Secretary.

b) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Vice President Roff moved, seconded by Commissioner Soulis, not to disclose any information discussed in the Closed Session.
The motion passed 3-0.

3) Adjournment

The meeting adjourned at 7:37 p.m.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted 12 letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

March 8, 1999

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

Shortly after 8:30 p.m. on Tuesday, March 2nd, Dr. Fournier, the Tuscan Inn house doctor, called 911 to summon an ambulance and paramedics to Room 250 to rush me to California Pacific Medical Center. I was in the midst of a heart attack.

I haven't the words to thank your crew enough for their speedy response, less than four minutes I would guess, the immediacy of their medical intervention, and their calm demeanor in moving me to the ambulance and to the hospital.

The team operated so efficiently, with everybody performing his assignments and sharing information. Even the driver kept reassuring my wife that everything was under control as he maintained contact with the hospital's emergency room.

As a result of your team's effort, the doctors were able to perform an immediate angioplasty and insert a stent before any permanent damage to the heart muscle could occur.

Please inform the paramedics on your team of my sincere thanks. I continue to thank God in my prayers for their healing ministry.

Gratefully yours,

/s/ ADRIAN UNDERWOOD
1520 Pine Shadows Drive
Memphis, TN 38120-8863

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

March 14, 1999

Dear Chief Demmons:

I am writing about incidents 99011914 and 99012013. On the night of February 8, 1999, the city sewer backed up and flooded the lower floor of our house at 800 Pacheco Street. You can imagine our panic!

Recalling my brother Jack (retired SFFD Captain) telling us that the Fire Department helped in emergencies, I called and Truck 18 responded. After seeing the problem, Engine 40 was called to vacuum the water. They recommended calling a roto rooter. It was the middle of the night and only one company had someone available. The person sent here understood little English and clearly was out of his depth in solving the problem. A few hours later, after another heavy rain, we had to once again call upon your department. Both companies again responded and pumped the water out of the house, moved furniture and removed the wet rugs to the yard. The next morning, we located an excellent plumber who took care of the problem.

As senior citizens and life-long residents of this city, we desperately needed help and your department meant a great deal to my wife and I. We wish to extend our most sincere thanks to the San Francisco Fire Department for the efficient assistance that was given with such kindness to us.

Gratefully,

/s/ SAMUEL B. KERMOIAN
JEANETTE A. KERMOIAN
800 Pacheco Street
San Francisco, CA 94116

* * * * *

March 9, 1999

To S.F. Fire Department:

This note is in appreciation for the wonderful service performed by the SFFD Rescue Team on February 17, 1999, at 10:00 p.m., for Dorothy Coll, 309 Mt. Vernon Avenue, San Francisco, CA 94112. Thank you.

/s/ SHARON M. KOHLER
966 Peninsula Avenue, #102
San Mateo, CA 94401-1547

* * * * *

Note: The following nine additional
typed letters of commendation are
included as part of Item 5.A)



March 4, 1999

Robert L. Demmons, Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

I want to thank you personally, as well as the other members of the San Francisco Fire Department, for the generous hospitality you afforded us during our visit last week. The information you provided us was highly informative and extremely beneficial as we work through similar issues in Dayton, Ohio.

As a follow-up, I did want to request as much information as you can reasonably share at this time regarding you new fire cadet program. At the very least, I would like to obtain a copy of the videotape you showed us regarding the program. We have a meeting between labor and the City Administration next Thursday and our group would like to show the video as an example of an innovative approach now being utilized.

Please pass along our gratitude to the various members of your staff who assisted us. All were highly professional, impressive individuals, no doubt indicative of a well managed and dedicated professional fire department.

If I can ever be of assistance to you or your department, please do not hesitate to contact me. I look forward to seeing you again in April at the IAFC Metro Chiefs Conference.

Sincerely,

Larry I. Collins
Director and Chief
Dayton Fire Department

LLC/jms

KAAREN ALVARADO
1255 - 25TH AVENUE
SAN FRANCISCO, CA 94122
3/15/99

BOB DEMMONS, CHIEF
SAN FRANCISCO FIRE DEPARTMENT
698 - 2ND STREET
SAN FRANCISCO, CA 94107

RE: 1239 - 25TH AVENUE, 3/10/99 AM

DEAR CHIEF DEMMONS,

LAST TUESDAY NIGHT/WEDNESDAY MORNING A "2 ALARM"
FIRE TOOK PLACE ON MY BLOCK -- THREE DOORS DOWN
FROM MY HOME! I WANT TO COMPLIMENT THE RESPONDING
UNITS FOR THEIR RAPID ACTIONS.

I ATTEMPTED TO THANK THE CLOSEST FIRE HOUSE WITH
DONUTS TO SHARE, BUT MET THEM A LITTLE TOO EARLY
AFTER THEY WORKED VERY HARD ALL NIGHT. I WANT TO
THANK ALL THOSE INVOLVED. WOULD YOU ALSO PLEASE
FORWARD MY THANKS TO THE PARAMEDICS AND POLICE
OFFICERS.

JUST FYI > I OFFERED THE USE OF MY BATHROOMS, BUT
THE FIRE PERSON SAID THEIR BOOTS WOULD BE TOO DIRTY,
AND THE POLICEWOMAN WANTED THE HOUSE KEPT
LOCKED. TALK ABOUT DEDICATION ABOVE AND BEYOND
THE CALL!

余胤良博士



三藩市參事

Leland Y. Yee, Ph.D.
San Francisco Board of Supervisors

March 9, 1999

Division Chief Dave Frisella
San Francisco Fire Department
c/o Station 7
2300 Folsom Street
San Francisco, California 94110

Dear Chief Frisella:

I am writing to thank you and all of the firefighters and officers at Station 7 who were so very hospitable to Colleen Crowley and me during our visit Sunday evening. It is clear to us from our short stay that you have a great group of people working at this station.

Even though the visit was a brief one, the experience provided me with a broadened understanding that is impossible to get by sitting behind my desk in City Hall reading memos.

Please pass along our thanks to each member of your staff for their generosity in providing us with overviews of the department and their patience in answering our questions. We were extremely impressed with their tremendous response to each and every call that came into the station.

We also appreciated their great cooking skills and comic abilities.

Sincerely,

A handwritten signature in dark ink, appearing to read "LYY".

Leland Y. Yee, Ph.D.

Member
Board of Supervisors

c: Chief Robert L. Demmons
Deputy Chief Harold Gamble

One Dr. Carlton B. Goodlett Place, Room 244 • San Francisco, CA 94102-4689

(415) 554-7752 • Fax (415) 554-7751 • TDD/TTY (415) 554-5227

Leland.Yee@ci.sf.ca.us • www.LelandYee.com

To: Mayor Brown
From: Ellena Isabel Clee
Date: February 5, 1999
Re: Thanking the paramedics who saved my son's life.

On June 29, 1998, between 12:00am and 12:10am my son, Phillip Alexander Russell, was shot while parked in his car in the Mission District.

Prior to the incident, my son decided to pick up his cousin and just go for a ride. Between 11:30pm and midnight, they had stopped, in the mission, to chat with a young lady. Within minutes they were attacked by 2 men. My son was still strapped in the car when he was shot twice in the neck. He didn't have a chance. His cousin, Christian Clee, was shot in the stomach. The 2 men fled. Within minutes, the paramedics arrived, cut the seat belt, took my son carefully from the car, administered emergency care and rushed him to San Francisco General.

My son is alive today due to the immediate response of the Paramedic Unit. They quickly got to the site and administered life saving care that saved Phillip's life.

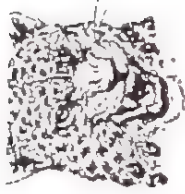
I wish that I could thank the individuals who saved my son's life. I apologize for not writing earlier, but just stating what had happened and remembering that we didn't get the final word about my son's complete recovery until last November, is very hard. I tear even now at the thought that I almost lost him.

So please take a moment to thank all the San Francisco Paramedics for their hard work in saving so many lives.

Sincerely,

Ellena Isabel Clee

Ellena Isabel Clee
584 Victoria St.
San Francisco, Ca. 94132



IRON HORSE MIDDLE SCHOOL
12601 Alcosta Boulevard
San Ramon, CA 94583
Telephone: (925) 824-2820 : FAX: (925) 824-2822

Principal, Kirby Hoy
Secretary, Judy Craig

Asst. Principal, Anne Wilson
Counselor, Cathy Carle

March 8, 1999

Chief Robert Demmons,

On February 19th, Mr. Greg Owyang gave a presentation to my 8th grade science classes on the topic of Earthquakes and Disaster Preparedness. Currently my students are studying geology, focusing on the science of earthquakes.

Mr. Owyang spent the entire school day at Iron Horse Middle School speaking to all six of my 8th grade science classes. He brought with him useful teaching tools and was able to show the students how to shut off the gas and electricity, if needed, during an emergency. He also discussed the San Francisco Fire Departments response to the 1989 Loma Prieta Earthquake, especially in the Marina District. Lastly, he shared with the students the importance of an emergency kit in every household with enough supplies to last for at least 3 days.

It is always a great experience for middle school students to see and interact with positive, professional, and successful adults working in the community. Mr. Owyang did an outstanding job sharing with the kids useful information about emergency preparedness and about his career. His time and efforts are greatly appreciated here at Iron Horse.

Sincerely,

A handwritten signature in dark ink, appearing to read "J.P. Sanders", written over a horizontal line.

John P. Sanders
8th Grade Science Teacher

Paula Unger
1235 25th Avenue
San Francisco, California 94122

March 12, 1999

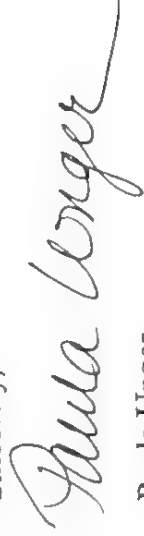
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Firefighters:

I just wanted to express my heartfelt thanks and appreciation for your efforts early Wednesday morning fighting the fire at 1239 25th Avenue. Your skill and professionalism kept me and my home free from harm and I am most grateful.

I have enclosed a check for \$100.00 payable to NERT to help with your Neighborhood Emergency Response Team efforts.

Sincerely,

A handwritten signature in cursive script that reads "Paula Unger". The signature is fluid and elegant, with a long, sweeping underline that extends to the right.

Paula Unger



WELLS FARGO

Private Client Services Group
Support Services Division
P.O. Box 63002
San Francisco, CA 94163

March 10, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

This morning, at the quarterly Building Emergency Team meeting for the Wells Fargo offices at 525 Market Street, Lt. Fernando Juarez made a presentation on fire safety in high rise office facilities and floor warden responsibilities. I want to thank him for coming to our office, being so well prepared, and making an interesting, informative, and relevant presentation to members of our team. I also wish to thank you for allowing him to participate in such fire safety programs. We appreciate it very much.

Sincerely,

Deborah S. Katz
Project Manager, Wells Fargo
Life Safety Coordinator for 525 Market Street

SFAI San Francisco Art Institute
800 Chestnut Street
San Francisco, CA 94133-2299
(415) 771-7020

March 3, 1999

Chief Demmons
698 2nd Street
San Francisco CA 94107



Chief Demmons,

This letter is being sent to acknowledge and thank Lt. Fernando Juarez and your fire awareness program in general for the fine presentation to over 20 of our staff and faculty on March 1, 1999. The presentation in our lecture hall was very informative and helpful. Many participants addressed us the next day with positive feedback. We, as employees of the San Francisco Art Institute, appreciate the preventive training policy of your organization and the fine representation of your training Officer.

Sincerely,

A handwritten signature in dark ink, appearing to read "Robert Hervatine".

Robert Hervatine

Douglas Rieman
Facility Managers

A handwritten signature in dark ink, appearing to read "Douglas Rieman".



0.024

74-0 89 01 03482

March 9, 1999

Dear Lt. Francisco Juarez:

The residents of The Carlisle, as well as Marianne Nannestad, the Executive Director, and I want to thank you for the very informative talk on Monday, March 8. There are compliments from all those who attended and they are looking forward to your return.

I will be in touch for a return engagement in April at which time earthquake safety and use of fire extinguishers can be addressed, as well as any other matter you feel important to the senior residents.

Again, many thanks from all of us.

Yours truly,

Gail Minsky

Cc: Chief Robert Demmons

5 REGULAR CALENDAR - NEW BUSINESS

B) Certificate of Commendation

Presentation of Certificate of Commendation to Chef Herve LeBiavant for his actions at the California Culinary Academy on November 18, 1998.

Chief Demmons asked Mr. LeBiavant to step forward to receive his Certificate of Commendation. Chief Demmons read the certificate into the record:

This Certificate of Commendation is presented to Chef Herve LeBiavant for his outstanding action performed at the California Culinary Academy on November 18, 1998, when he became aware of a customer choking on food that obstructed the airway. With decisive, quick, and efficient action, he successfully applied the Heimlich maneuver. His skill and willingness to get involved, enable the Fire Department to successfully fulfill its mission.

Chief Demmons congratulated Mr. LeBiavant, then introduced him to the members of the Commission. Each of them expressed their appreciation.

C) Public Comment

Peter Roybal, Captain, San Francisco Fire Department and number five on the seniority list, a Captain for a long time. He is on the Battalion Chief's list and shares a score with Gary Leal, a recently appointed Battalion Chief. Captain Roybal commented that he met with President Fernandez-Pifer last September because he had concerns about what was going to occur ... His worst fears were realized. He hoped to work on a satisfactory solution to a problem that may balloon into something greater than we wish it to be. His departmental experience is without question. He has worked almost consistently since 1990 as a Battalion Chief. He has been first due Chief in high rise fires, dispatched to the Oakland conflagration to lead a strike team, worked as a training officer for four-and-a-half years, training many people in this room tonight, who were his subordinates. His one big problem is that he is not a politician. He will never be one. He is simply a faithful servant to the City of San Francisco. He is well qualified. People come from all over to ask him how to do things. The other day at a fire people came up to him and said "Thank God you were here, Pete." That tells you something. People out there need people with gray hair like him.. Right now none of us know how people are chosen for promotion. The common thought in the field is that the Chief picks people for promotion because of their shoe size. No one knows. He asked to be considered for the rank of Battalion Chief. He is next up; there are two positions open. He is asking for one of them. When he joined the Department the important things that were looked at in an individual were honor, duty and a commitment to the City of San Francisco. He has more than fulfilled those three categories. He was a Captain

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

before most of these people were Lieutenants. The Chief was a firefighter under him. What is holding him back? What is the obstacle? What is the blockage that prevents him from getting promoted? This is not the first time he has been overlooked. This is simply not fair. This isn't what Mayor Willie Brown wants. This isn't what the citizens want. What is there about him that prevents him from being promoted to Battalion Chief. The people who were promoted in 1990, the list he was on, are now Division Chiefs and some Deputy Chiefs. Does competency or fairness mean nothing? This isn't what Willie Brown wants. He asked to be promoted to one of those vacancies that exist today. What is good for Gary Leal is good for him. Thank you.

Frank Kelly, Vice President, Local 798, asked to read the following statement into the record:

On November 17, 1998, a member of Local 798 applied for the H3 position according to G.O. 98-A-79 which specifically states that applicants would be accepted on a continuous basis. It has been four months almost to the day and this firefighter has not received any acknowledgement to her letter submitted on a general form. On February 6 of this year, this firefighter duly noted that five of her classmates were promoted to the H3 position. Six weeks later this firefighter sent another letter to the Chief requesting her status as to the appointment to the position of H3. No acknowledgement to this letter has been received. Today, after several phone calls to this administration she was able to arrive at the crux of the situation. A list had been posted on October 6th, applications suspended October 15th, and the list adopted October 23rd. This information was supplied to her by Alan Wong and she appreciated his honesty in volunteering her this information. The G.O. 98-A-79 issued September 2, 1998, is still an active General Order, and it appears that when this firefighter resubmits her application she will be appointed to H3. However, this type of problem, especially dealing with EMS is not an unusual occurrence.

Today, Deputy Chief Gamble assured Mr. Kelly that this firefighter's questions would be answered. His question was what took so long. Where is the courtesy that should be afforded to someone who is only trying to better herself and to make sure that this department is a better department.

Deputy Chief Gamble stated that a written response was being prepared.

Mr. Kelly asked for an update on the BLS transport situation. He noted that today there were two ambulances running out of Station 3, one of which is a BLS. He talked to both firefighters on the ambulances. His concern remains the lack of time they spend in suppression. At the last meeting, Deputy Chief Gamble said no one was running at more than 70 percent. However, he talked to both these

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

firefighters earlier today and they both are on their engine rotation - three out of four watches for one firefighter on a BLS ambulance and two out of four watches for the other firefighter. Both are supposed to be on engines. Again he requested that when we train the next group of firefighters that we take them out of the firehouse and train them as quickly as possible for two reasons: so that they can relieve the 95th class and get the people back in suppression. The other reason is the staffing levels. We have an agreement in the MOU and he would appreciate it if it were honored.

Chief Demmons said that the Commission is aware that concerning the things done with the BLS, we had an emergency situation. We have to be there for the public when they need us. They need us on the medical calls and that is why we implemented the BLS. We are working on other things in terms of trying to improve our services. Medical calls have increased 37 percent in the last year. Part of the job of a firefighter is providing medical services. Seventy percent of our calls are medical. The individuals who have been performing this service have been doing an outstanding job and hopefully they understand that our number one job is life safety and being there for the public ... We are going to work to make the merger complete. In the meantime the people who are putting themselves out should be commended. We are doing everything we can to meet the training, suppression and medical needs.

Mr. Kelly said he was not against EMS. His concern is for the firefighters who were forced into EMS and don't want to be in. This is number one. Number two is that the burden has been shifted from the paramedics to the 95th class, who are working 70 percent in ambulances and missing valuable time in suppression. If we are going to go on with this program why don't we spend the money to make it an excellent program. To take the people out of the firehouse is inappropriate. Let's spend the money and get this next class out there so they can relieve the group of firefighters who have shouldered the burden.

Chief Demmons stated that he hoped Mr. Kelly realized that these things aren't turned around in a day.

Mr. Kelly told Commissioner Soulis that he understands the reason we are not taking the firefighters out of the firehouses is monetary.

Vice President Roff stated that the department has gone to great lengths to get that additional funding. A supplemental appropriation will be considered by the Board of Supervisors that will address some of the monetary issues raised here tonight. The department has fought diligently for the extra dollars. The department and all its members should be complimented that in spite of problems the merger has been effective in providing a better level of service to the people of San Francisco.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

President Fernandez-Pifer said that perhaps when the budget issue gets to the Board of Supervisors those concerns can be brought to the attention of the members of the Finance Committee so that they can be made aware of essential needs of the money being requested; to provide the level of service necessary to protect the health and safety of the residents of San Francisco. Any support from Local 798 certainly will be welcomed.

Chief Demmons said that we do need the money but it isn't all about money. If we don't have the personnel to backfill when we take them out of the firehouses how are we going to meet the needs. It is money plus personnel.

Mr. Kelly said he understood that. One thing that he was happy to see just a few months ago was that when the paramedics were in ambulance training we got some supplemental funding so they rode the ambulance for 24 hours and their positions were being backfilled in the firehouses. He wanted to make sure everyone was aware that the very diverse 95th class was shouldering a burden. They need a little space too; like the paramedics enjoyed. Whatever can be done to get them relieved and back in the field as much as possible will be appreciated.

Commissioner Soulis said that on behalf of his colleagues he wanted to thank Vice President Roff, a person who knows the ins and outs of City government, for all the time and effort he has put in assisting the Department in budget related activities.

Robert Wickser, inventor and small business owner. He noted that he appeared two weeks ago to express his concerns about strength requirements in the fire department. He referenced the minutes of that meeting (03-11-99), and apologized if he seemed confrontational. He just needs the facts. According to the minutes (page 17), Acting Chief Gamble said that one of his (Mr. Wickser's) comments was unreasonable. He asked if Deputy Chief Gamble could tell him something about strength requirements ... Mr. Wickser said what he is trying to get at now is the definition of "reasonable." For example, what is a firefighter required to carry in the form of a dummy?

Chief Demmons asked Mr. Wickser to write to the Chief's office and we will make an effort to provide a copy of the Physical Abilities Test. President Fernandez-Pifer noted that she made that suggestion at the last meeting.

Vice President Roff commented that as someone who has watched this department for the past forty plus years, and has been to any number of greater alarms of fire he can testify to the absolute confidence he has in this department's ability and capacity in its rescue operations. It isn't often that one person is singly responsible for a particular rescue, it is a team effort, consisting of crews of firefighters on engines and ladder trucks working together to rescue persons. This department is considered to be one of the best in the country and one that has demonstrated time and time again its effectiveness and competence in dealing

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

with rescues and other tasks that require an enormous amount of courage and professionalism.

Mr. Wickser thought he mentioned an average size citizen at the last meeting, not the largest. Be that as it may it doesn't even matter at this point. His question now is would it be reasonable for a firefighter to carry down a ladder the smallest adult citizen ...

President Fernandez-Pifer said it was her recollection of the discussion during the last meeting that there were materials that could be made available to you and would answer some of your questions about standards. We suggest you request this information in writing.

Mr. Wickser said he talked to Mr. Doug Stoddard, Fire Services Exam Unit, who said there wasn't any written material on the physical strength requirements ...

President Fernandez-Pifer suggested that perhaps Mr. Wickser was addressing his questions to the wrong person.

Chief Demmons said that if Mr. Wickser would address his questions in written form to him, those questions for which we have written information will be provided. The Chief said that the department's Standard Operating Procedures require that no firefighter enter a fire alone, there has to be two ...

Mr. Wickser inquired if the Commission had the power to change the department's physical test. President Fernandez-Pifer replied no.

Vice President Roff said it would be more productive if Mr. Wickser first received the information from Chief Demmons and then, after reading the material, if he has questions they can be addressed with greater specificity ...

There being no further business to come before the Commission, the meeting was adjourned at 7:37 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - April 8, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

DOCUMENTS DEPT.

APR 20 1999

SAN FRANCISCO
PUBLIC LIBRARY

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was absent for vacation.

Harold E. Gamble

- Acting Chief of Department

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joseph C. Asaro
Joanne Hayes-White
Kevin D. Taylor

- Management Services
- Division of Airports
- Division of Training
- Support Services
- Fire Prevention

Chief Officers - Staff:

Richard C. Shortall
Marshal Isaacs, M.D.

- Emergency Medical Services
- Emergency Medical Services

Chief Officers - Firefighting Services:

Bernie F. Lee
Richard D. Bracco
Aaron C. Stevenson

- Division 1
- Division 2 (Acting)
- Division 3

2. Approval of the minutes of the Regular Meeting of March 25, 1999.

Vice President Roff moved and Commissioner Nakajo seconded.

There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "K") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Monthly Report - Training

Submitting monthly report from Division of Training for March, 1999.

B) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - MARCH 20, 1999

H2 Firefighter

Heather M. Buren
Kimberly A. Grinton
Erin K. Murphy
Holly L. Wipfler
Justin J. Apostoli
Larry J. Deen
Robert J. Neuneker
Erica C. Arteseros
Andre L. Brown
David J. Hawkins
Kimberly A. Martin
Daniel J. Boreen
Luis A. Ibarra-Rivera
Karl J. Jurado
Agustin J. Larue
Daniel J. Molloy

Kimberly K. Hiroshima
Sayumi Hutchison
Nicol P. Juratovac
Patricia F. Lee
Mimi Woo
Joe N. Chan
Perry P. Choy
Dee H. Lau
Wayman Ong
Alberto A. Pedruco
Dennis C. Sy
Waylen K. Wang
Tyson G. Yee
Dana L. Pompeo
Donny Bendo
Leslie A. Wong

EFFECTIVE DATE - MARCH 23, 1999

Renee C. Nicholson

EFFECTIVE DATE - MARCH 24, 1999

Kathleen M. Zepeda
Dennis O. Kelly

EFFECTIVE DATE - APRIL 7, 1999

Moisa A. Cueto

3. CONSENT CALENDAR

C) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MARCH 22, 1992

1426 Senior Clerk Typist

Susan N. Wong

D) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - MARCH 22, 1992

1450 Executive Secretary I

Carol A. Lindgren
(vice: From Provisional
to Permanent)

E) Meritorious Awards

Correcting Minutes of 03-11-99, Item 4.C),
to reflect that the Unit Citation for
actions on November 2, 1998, involved
Engine 3 and not Engine 36. The correct
reference follows:

Engine 3

T/Lieutenant James M. Blake
Firefighter Kevin R. Kelly
Firefighter Derek K. Murphy
Firefighter Matthew J. Scola

3. CONSENT CALENDAR

F) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

T/Paramedic Captain Megan Corry, EMS Division, for three days, March 24 through March 26, 1999, in order to attend and speak at the National Journal of Emergency Medical Services Conference in Denver, Colorado. There is no cost to the Fire Department. T/Paramedic Captain Corry will not be replaced.

T/Paramedic Captain Pete Howes, EMS Division, for four days, June 14 through June 17, 1999, in order to attend the International Conference on Disaster Management and Medical Relief, in Amsterdam, Holland. Transportation, lodging and registration will be paid by the Dutch Ministries. T/Paramedic Captain Howes will not be replaced.

G) Leaves of Absence

Submitting requests for leaves of absence with pay for the following members of the Bureau of Fire Prevention:

Inspector Robert Cutone, for two days, March 22 and 23, 1999, in order to travel to Pittsburgh, Pennsylvania, to attend the Vehicle Fire-Related Items Testing Operations sponsored by the San Francisco International Airport. Transportation and lodging will be paid by the Airport. Inspector Cutone will not be replaced.

Inspector Kaan Chin, for four days, April 12 through April 15, 1999, in order to attend the Fire Prevention 1B class presented by the California State Fire Marshal in Berkeley, California. Transportation and registration will be paid by Inspector Chin. He will not be replaced.

3. CONSENT CALENDAR

G) Leaves of Absence (Continued)

Evamarie Atijera, for one day, April 29, 1999, in order to attend the Microsoft Office One-Day Seminar in South San Francisco, California. Registration fee is \$59, and is included in the 1998-99 training budget of the Bureau of Fire Prevention. Ms. Atijera will not be replaced.

H) Leaves of Absence

Submitting requests for leaves of absence without pay from the following:

H2 Firefighter Daniel J. Boreen, for three months and 19 days (sick leave), April 12 through July 31, 1999.

H1 Fire/Rescue Paramedic, David Andersen, for one month (family care), March 1 through April 1, 1999.

I) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No. _____	Date _____	Serial No. _____	Category _____	Recommendation _____
Medic 7	98-9-150	02-08-99	735	A	File
Drv: FR Paramedic Thomas Vanderree					

Cause: Medic 7 had just exited the station when its dispatch was cancelled; as the driver backed into quarters the ambulance struck the door which had been activated by the other paramedic

3. CONSENT CALENDAR

I) Accidents (Continued)

Engine 8 98-9-151 02-08-99 512 A File
Off: T/Lt. Stephen Coffey; Drv: FF Stephan Gregory

Cause: Misjudged clearance - Eng 8, while being repositioned
in front of its station for a fire drill, backed into
a parked car

Truck 3 98-9-152 02-11-99 615 B Bill
Off: Lt. Manuel Vasquez; Drv: FF Andrew Assereto; Tlr: FF Jerry Mifsud

Cause: Collision while passing - Trk 3, while making a
right turn, was struck by a vehicle passing on
Trk 3's left side

EMS RC 3 98-9-153 02-11-99 918 A File
Off: Paramedic Capt. Karl Hillyard

Cause: Backing up - RC 3 while backing up made minor contact
with a 3-ft. concrete retaining wall

Medic 36 98-9-154 02-11-99 733 B Bill
Drv: FR Paramedic Paul Jug

Cause: Hit and run - Medic 36, while responding to a dispatch
and turning left onto Franklin Street, was struck by
a car turning in the same direction; the car sped away

Truck 1 98-9-155 02-13-99 613 A File
Off: Lt. Leslie Steinhoff; Drv: FF William Emde; Tlr: FF Stephen Giacalone

Cause: Misjudged clearance - Trk 1, while leaving the quarters
of Station 13, grazed the stanchion adjacent to the door

Truck 7 98-9-156 02-13-99 620 A File
Off: Lt. John Bonnici; Drv: FF Robert Dotson; Tlr: FF Justin Brown

Cause: Trk 7 was parked when a passing vehicle damaged the
truck's left side mirror; a firefighter opened the
door to ascertain damage and struck the mirror of
a passing vehicle

Engine 31 98-9-157 02-13-99 586 A File
Off: Lt. Joseph Douglass; Drv: FF Calvin Louie

Cause: Backing up - Eng 31 while backing out of a driveway
grazed a sign pole; guides were posted

3. CONSENT CALENDAR

I) Accidents (Continued)

EMS RC 3 98-9-158 02-13-99 918 B Bill
Off: Paramedic Capt. Karl Hillyard

Cause: Rear end collision - RC 3 was stopped at an arterial
sign when it was rear ended by a van

Engine 42 98-9-159 02-17-99 588 B Bill
Off: T/Lt. Patrick Skain; Drv: FF Robert Blackburn

Cause: Collision while passing - Eng 42 was stopped in
front of quarters preparing to back in; before
members could get in position as spotters, a car
while passing Eng 42 struck the engine's left side

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised
reasonable judgment and precautions, exhibited good
apparatus operator's and officer's skills and observed
all state, local and fire department statutes,
ordinances and rules.

Category C - An accident which has occurred because of apparatus
operator's misjudgment of clearance, deficiency in
defensive driving techniques, or failure to anticipate
other vehicle's movements.

J) Physician's Report

Submitting biweekly report of Fire Department
Physician concerning disability injuries,
March 6 through March 19, 1999.

3. CONSENT CALENDAR

K) Temporary Appointments

Reporting having made 369 temporary appointments March 6 through March 19, 1999.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "K" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

Report having made 369 temporary appointments during Payroll Period March 6 through March 19, 1999.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	2	03/06/99
BOUDOURES ROBERT G	0040	0050	2	03/14/99
BOUDOURES ROBERT G	0040	0050	2	03/08/99
BRACCO RICHARD D	0040	0050	6	03/12/99
BRACCO RICHARD D	0040	0050	2	03/09/99
CARDINALE FRANK T	0040	0050	2	03/12/99
CARDINALE FRANK T	0040	0050	2	03/06/99
FERRY JAMES C	0040	0050	1	03/19/99
FERRY JAMES C	0040	0050	2	03/13/99
FRISELLA DAVID A	0040	0050	7	03/07/99
MALONEY GEORGE W	0040	0050	2	03/13/99
SANCHEZ FEDERICO J	0040	0050	1	03/06/99
TRACEY JAMES M	0040	0050	2	03/16/99
TREANOR FRANK R	0040	0050	1	03/06/99
CAREY WILLIAM G	0030	0040	2	03/18/99
CAREY WILLIAM G	0030	0040	2	03/12/99
CAREY WILLIAM G	0030	0040	2	03/06/99
CARLOMAGNO JOSEPH	0030	0040	2	03/12/99
GEE EDWARD N	0030	0040	2	03/15/99
MASSETANI GARY	0030	0040	10	03/08/99
NOLAN MICHAEL J	0030	0040	4	03/10/99
NOLAN MICHAEL J	0030	0040	2	03/07/99
ODONNELL EDWARD JR	0030	0040	1	03/06/99
PEEFF JOHN T	0030	0040	2	03/16/99
PEEFF JOHN T	0030	0040	2	03/13/99
ROLAND EDWARD A	0030	0040	2	03/13/99
ROYBAL PETER D	0030	0040	2	03/12/99
ROYBAL PETER D	0030	0040	2	03/06/99
STEFANI ANTHONY R	0030	0040	2	03/07/99
SULLIVAN DAVID R	0030	0040	2	03/13/99
TRAINOR RONALD E	0030	0040	2	03/12/99
FARRIS KENNETH	0030	0039	10	03/08/99
KOCHEVAR RICHARD	0030	0039	8	03/08/99
RYAN THOMAS	0030	0039	10	03/08/99
ORTIZ SCHULDT GLENN	0020	0033	8	03/08/99
ROBINSON ANTHONY	0020	0033	5	03/06/99
STOREY ERIC	0001	0033	2	03/15/99
TONG SANDY	0001	0033	8	03/09/99

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

AHUMADA MICHAEL R	0020	0030	7	03/06/99	03/15/99
ALGER THOMAS E	0020	0030	2	03/07/99	03/08/99
ARMENTA DANIEL V	0020	0030	2	03/07/99	03/08/99
BARAONA EUGENE A	0020	0030	2	03/11/99	03/12/99
BARAONA EUGENE A	0020	0030	2	03/08/99	03/09/99
BARTELS WILLIAM J	0020	0030	2	03/14/99	03/15/99
BONNIE WM SCOTLAND	0020	0030	1	03/19/99	03/19/99
BONNIE WM SCOTLAND	0020	0030	2	03/16/99	03/17/99
BONNIE WM SCOTLAND	0020	0030	2	03/13/99	03/14/99
BONNIE WM SCOTLAND	0020	0030	2	03/10/99	03/11/99
CARROLL DAVID A	0020	0030	2	03/18/99	03/19/99
CARROLL DAVID A	0020	0030	2	03/12/99	03/13/99
CASSIDY STEPHEN H	0020	0030	2	03/17/99	03/18/99
COYNE JAMES M	0020	0030	2	03/10/99	03/11/99
COYNE JAMES M	0020	0030	2	03/07/99	03/08/99
CUNNIE MICHAEL J	0020	0030	2	03/14/99	03/15/99
CUNNIE MICHAEL J	0020	0030	3	03/06/99	03/09/99
DITO RAYMOND E	0020	0030	2	03/18/99	03/19/99
DRAKE GEORGE	0020	0030	1	03/06/99	03/06/99
FORBES JOHN J III	0020	0030	2	03/15/99	03/16/99
FORBES JOHN J III	0020	0030	2	03/12/99	03/13/99
FRANKLIN DAVID	0020	0030	10	03/08/99	03/19/99
FREDIANI DONALD L	0020	0030	1	03/19/99	03/19/99
FREDIANI DONALD L	0020	0030	2	03/16/99	03/17/99
FREDIANI DONALD L	0020	0030	2	03/10/99	03/11/99
FREDIANI DONALD L	0020	0030	2	03/07/99	03/08/99
FUHRMAN PAUL	0020	0030	2	03/13/99	03/14/99
GARRY KEVIN J	0020	0030	2	03/10/99	03/11/99
GARRY KEVIN J	0020	0030	2	03/17/99	03/18/99
GUTIERREZ RICHARD	0020	0030	2	03/11/99	03/12/99
GUTIERREZ RICHARD	0020	0030	3	03/06/99	03/09/99
GUTIERREZ RICHARD	0020	0030	8	03/06/99	03/16/99
HANSEN JERRY E	0020	0030	7	03/10/99	03/19/99
JEBE HENRY H III	0020	0030	1	03/19/99	03/19/99
JONES MICHAEL	0020	0030	2	03/15/99	03/15/99
JONES MICHAEL	0020	0030	2	03/10/99	03/11/99
JONES MICHAEL	0020	0030	2	03/16/99	03/17/99
JONES STEVEN P	0020	0030	2	03/10/99	03/11/99
JONES STEVEN P	0020	0030	2	03/17/99	03/18/99
JONES WINONA M	0020	0030	4	03/13/99	03/17/99
KHADIR ABDUL	0020	0030	2	03/07/99	03/08/99
KHADIR ABDUL	0020	0030	2	03/07/99	03/08/99
KOJIMOTO GLEN MARTIN	0020	0030	1	03/19/99	03/19/99
LAUER RICHARD L	0020	0030	2	03/16/99	03/17/99
LAUER RICHARD L	0020	0030	4	03/10/99	03/14/99
LAUER RICHARD L	0020	0030	2	03/07/99	03/08/99
LAUER RICHARD L	0020	0030	2	03/06/99	03/07/99
LEE JAMES J	0020	0030	8	03/06/99	03/19/99
LEONARD ALLAN J	0020	0030	2	03/07/99	03/08/99
LEWIN RONALD R	0020	0030	2	03/07/99	03/08/99

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

LIGGINS EDWARD JR	0020	0030	8	03/07/99	03/19/99
MAY GARY A	0020	0030	7	03/06/99	03/15/99
MCHUGH JAMES E	0020	0030	1	03/06/99	03/06/99
MCKEON JOSEPH B	0020	0030	2	03/15/99	03/16/99
MCKEON JOSEPH B	0020	0030	2	03/12/99	03/13/99
MOLINARI RAYMOND L	0020	0030	2	03/07/99	03/08/99
MOLINARI ROBERT M	0020	0030	8	03/06/99	03/16/99
MONTAGUE GARY M	0020	0030	1	03/19/99	03/19/99
MONTAGUE GARY M	0020	0030	2	03/16/99	03/17/99
MONTAGUE GARY M	0020	0030	2	03/13/99	03/14/99
MONTAGUE GARY M	0020	0030	2	03/10/99	03/11/99
MURRAY THOMAS E	0020	0030	8	03/06/99	03/16/99
OCONNOR JAMES J	0020	0030	2	03/18/99	03/19/99
OUTLEY JAMES A	0020	0030	2	03/18/99	03/19/99
PINKARD HARRY T	0020	0030	9	03/06/99	03/18/99
PLESCIA MATTHEW V	0020	0030	2	03/12/99	03/13/99
RIEMER JAMES G	0020	0030	2	03/14/99	03/15/99
RIPOLL GEORGE J	0020	0030	1	03/06/99	03/06/99
ROBINSON RICHARD	0020	0030	2	03/15/99	03/16/99
ROSS MARTY A	0020	0030	2	03/13/99	03/14/99
SHERIDAN REID K	0020	0030	2	03/17/99	03/18/99
SHERIDAN REID K	0020	0030	1	03/06/99	03/06/99
SMITH STEPHEN C	0020	0030	2	03/18/99	03/19/99
SOULE ANTHONY P	0020	0030	2	03/18/99	03/19/99
SOULE ANTHONY P	0020	0030	2	03/15/99	03/16/99
SOULE ANTHONY P	0020	0030	2	03/12/99	03/13/99
SOULE ANTHONY P	0020	0030	2	03/06/99	03/07/99
WALSH FREDERICK C	0020	0030	2	03/15/99	03/16/99
WANGARA BERNNE	0020	0030	2	03/12/99	03/13/99
BANFORD ETHAN	0020	0028	10	03/08/99	03/19/99
CASTELLANOS RUDOLPH	0020	0028	10	03/08/99	03/19/99
DEA EDMUND	0020	0028	10	03/08/99	03/19/99
DRISCOLL JOSEPH	0020	0028	9	03/08/99	03/19/99
FIELDS MONICA	0020	0028	9	03/08/99	03/18/99
HALE REX	0020	0028	9	03/08/99	03/18/99
HIGGINS JOSEPH	0020	0028	10	03/08/99	03/19/99
JONES GREGORY	0020	0028	10	03/08/99	03/19/99
LABRADO RUDOLPH	0020	0028	9	03/08/99	03/19/99
MCGREGOR RAEMONA	0020	0028	9	03/08/99	03/19/99
MULLANEY PATRICK	0020	0028	4	03/15/99	03/18/99
RABBITT BRIAN	0020	0028	10	03/08/99	03/19/99
WILSON JOSEPH	0020	0028	10	03/08/99	03/19/99
FERRANDO JOHN J	0010	0020	2	03/18/99	03/19/99
FERRANDO JOHN J	0010	0020	2	03/12/99	03/13/99
JOHNSON DAVID ALAN	0010	0020	9	03/07/99	03/19/99
MORRISON JOSEPH	0010	0020	2	03/17/99	03/18/99

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

OWYANG GREGORY	0010	0020	8	03/08/99	03/18/99
PAUL ALLAN R	0010	0020	1	03/19/99	03/19/99
PAUL ALLAN R	0010	0020	2	03/13/99	03/14/99
PAUL ALLAN R	0010	0020	2	03/07/99	03/08/99
SELLIN STEPHEN M	0010	0020	2	03/18/99	03/19/99
SELLIN STEPHEN M	0010	0020	2	03/15/99	03/16/99
SELLIN STEPHEN M	0010	0020	4	03/06/99	03/10/99
URQUIAGA PAUL THOMAS	0010	0020	2	03/13/99	03/14/99
URQUIAGA PAUL THOMAS	0010	0020	2	03/10/99	03/11/99
URQUIAGA PAUL THOMAS	0010	0020	2	03/07/99	03/08/99
VANDERVENNET JOHN	0010	0020	2	03/15/99	03/16/99
VANDERVENNET JOHN	0010	0020	2	03/12/99	03/13/99
VANDERVENNET JOHN	0010	0020	2	03/06/99	03/07/99
BACCIOCCO LOUIS F	0002	0020	5	03/06/99	03/15/99
BALMY ALEC MICHAEL	0002	0020	2	03/17/99	03/18/99
BALMY ALEC MICHAEL	0002	0020	2	03/11/99	03/12/99
BALMY ALEC MICHAEL	0002	0020	3	03/06/99	03/09/99
BECKERLEY JOHN G	0002	0020	2	03/17/99	03/18/99
BECKERLEY JOHN G	0002	0020	2	03/14/99	03/15/99
BECKERLEY JOHN G	0002	0020	5	03/06/99	03/12/99
BERTOLLO WALTER R	0002	0020	4	03/15/99	03/19/99
BERTOLLO WALTER R	0002	0020	2	03/12/99	03/13/99
BERTOLLO WALTER R	0002	0020	2	03/09/99	03/10/99
BERTOLLO WALTER R	0002	0020	2	03/06/99	03/07/99
BLACKBURN ROBERT G	0002	0020	2	03/13/99	03/14/99
BLAKE JAMES M	0002	0020	1	03/19/99	03/19/99
BLAKE JAMES M	0002	0020	4	03/13/99	03/17/99
BLAKE JAMES M	0002	0020	2	03/10/99	03/11/99
BLAKE JAMES M	0002	0020	2	03/07/99	03/08/99
BLAKE RICHARD A	0002	0020	2	03/18/99	03/19/99
BALMY ALEC MICHAEL	0002	0020	3	03/06/99	03/09/99
BUDDINGTON PATRICK	0002	0020	2	03/15/99	03/16/99
CASTELAN MICHAEL	0002	0020	1	03/06/99	03/06/99
CHARLTON MICHAEL B	0002	0020	2	03/17/99	03/18/99
CHARLTON MICHAEL B	0002	0020	4	03/11/99	03/15/99
CHARLTON MICHAEL B	0002	0020	1	03/06/99	03/15/99
CHARLTON MICHAEL B	0002	0020	1	03/06/99	03/06/99
CHU EDWARD Y	0002	0020	2	03/18/99	03/19/99
COE SARA	0002	0020	2	03/06/99	03/07/99
COE SARA	0002	0020	2	03/19/99	03/19/99
COFFEY STEPHEN P	0002	0020	1	03/16/99	03/17/99
COFFEY STEPHEN P	0002	0020	2	03/07/99	03/19/99
COTTRELL PETER	0002	0020	7	03/18/99	03/19/99
CUNNANE JAMES P	0002	0020	2	03/15/99	03/16/99
CUNNANE JAMES P	0002	0020	2	03/12/99	03/13/99
CUNNANE JAMES P	0002	0020	2	03/09/99	03/10/99
CUNNANE JAMES P	0002	0020	2	03/18/99	03/19/99
DICKERSON WILLIAM	0002	0020	6	03/09/99	03/15/99
DILUZIO JOHN A	0002	0020			

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

DOBSHINSKY JOHN	0002	0020	2	03/18/99	03/19/99
DONNELLY RAYMOND J	0002	0020	2	03/13/99	03/14/99
DUNN GERALD R	0002	0020	1	03/19/99	03/19/99
DUNN GERALD R	0002	0020	2	03/16/99	03/17/99
DUNN GERALD R	0002	0020	4	03/07/99	03/11/99
FALLS GARY J	0002	0020	2	03/18/99	03/19/99
FALLS GARY J	0002	0020	2	03/06/99	03/07/99
GALLAGHER PETER J	0002	0020	1	03/19/99	03/19/99
GALLAGHER PETER J	0002	0020	2	03/13/99	03/14/99
GALLAGHER PETER J	0002	0020	2	03/10/99	03/11/99
GALLAGHER PETER J	0002	0020	2	03/07/99	03/08/99
GIBSON BERNARD D	0002	0020	2	03/18/99	03/19/99
GIBSON BERNARD D	0002	0020	2	03/15/99	03/16/99
GIBSON BERNARD D	0002	0020	2	03/12/99	03/13/99
GISSLER JACK A	0002	0020	2	03/17/99	03/18/99
GISSLER JACK A	0002	0020	2	03/14/99	03/15/99
GISSLER JACK A	0002	0020	5	03/06/99	03/12/99
GOGGIN DONALD JAMES	0002	0020	2	03/18/99	03/19/99
GOGGIN DONALD JAMES	0002	0020	2	03/12/99	03/13/99
GOGGIN DONALD JAMES	0002	0020	2	03/06/99	03/07/99
GRIMESEY PATRICK E	0002	0020	2	03/17/99	03/18/99
GRIMESEY PATRICK E	0002	0020	1	03/06/99	03/06/99
HALLGREN CHARLES E	0002	0020	2	03/18/99	03/19/99
HANLEY JOHN F	0002	0020	2	03/17/99	03/18/99
HANLEY JOHN F	0002	0020	2	03/11/99	03/12/99
HANLEY JOHN F	0002	0020	2	03/08/99	03/09/99
HOGAN WILLIAM D	0002	0020	2	03/17/99	03/18/99
HURTADO VICTOR GABRIEL	0002	0020	2	03/16/99	03/17/99
HURTADO VICTOR GABRIEL	0002	0020	2	03/13/99	03/14/99
JONES KENNETH R	0002	0020	2	03/18/99	03/19/99
JONES KENNETH R	0002	0020	2	03/15/99	03/16/99
KANE MARK E	0002	0020	2	03/18/99	03/19/99
KANE MARK E	0002	0020	2	03/12/99	03/13/99
KANE MARK E	0002	0020	2	03/06/99	03/07/99
KANNISTO RICHARD A	0002	0020	2	03/16/99	03/17/99
KANNISTO RICHARD A	0002	0020	2	03/10/99	03/11/99
KING JOSEPH L	0002	0020	1	03/19/99	03/19/99
KING JOSEPH L	0002	0020	2	03/10/99	03/11/99
KNEIS MICHAEL	0002	0020	2	03/17/99	03/18/99
KNIGHT ROHAN	0002	0020	1	03/19/99	03/19/99
KNIGHT ROHAN	0002	0020	2	03/16/99	03/17/99
KNIGHT ROHAN	0002	0020	2	03/10/99	03/11/99
KNIGHT ROHAN	0002	0020	2	03/07/99	03/08/99
KOENIG WILLIAM G	0002	0020	7	03/06/99	03/18/99
LAU KERBY	0002	0020	1	03/19/99	03/19/99
LAU KERBY	0002	0020	6	03/07/99	03/14/99
LEE SONNY JAK	0002	0020	1	03/19/99	03/19/99
LEE SONNY JAK	0002	0020	4	03/13/99	03/17/99
LEE SONNY JAK	0002	0020	2	03/10/99	03/11/99

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

LOMBARDI KENNETH A	0002	0020	2	03/18/99	03/19/99
LOMBARDI KENNETH A	0002	0020	2	03/15/99	03/16/99
LUNDIE KENNETH	0002	0020	2	03/16/99	03/17/99
MATEIK ROBERT STEPHEN	0002	0020	6	03/10/99	03/17/99
MCHUGH PAUL M	0002	0020	4	03/13/99	03/17/99
MCHUGH PAUL M	0002	0020	2	03/10/99	03/11/99
MERRILL CLIFTON D	0002	0020	2	03/13/99	03/14/99
MIELKE ROBERT T	0002	0020	1	03/19/99	03/19/99
MIELKE ROBERT T	0002	0020	2	03/13/99	03/14/99
MULHAIR LESLIE K	0002	0020	2	03/17/99	03/18/99
MULHAIR LESLIE K	0002	0020	1	03/06/99	03/06/99
OSHEA JOHN P	0002	0020	1	03/06/99	03/06/99
OSULLIVAN KEVIN EDWARD	0002	0020	4	03/06/99	03/13/99
PARATLEY ANITA DAWN	0002	0020	2	03/18/99	03/19/99
PARENT JOHN C	0002	0020	2	03/17/99	03/18/99
PATT MICHAEL DONALD	0002	0020	2	03/17/99	03/18/99
PATT MICHAEL DONALD	0002	0020	2	03/14/99	03/15/99
PATT MICHAEL DONALD	0002	0020	3	03/06/99	03/09/99
RITTER DAVID C	0002	0020	2	03/18/99	03/19/99
ROMERO SAMUEL NMI	0002	0020	2	03/15/99	03/16/99
RUSSELL DAVID EDWARD	0002	0020	2	03/18/99	03/19/99
RUSSELL DAVID EDWARD	0002	0020	2	03/12/99	03/13/99
RUSSELL DAVID EDWARD	0002	0020	2	03/06/99	03/07/99
SAITZ DAVID CLEMENT	0002	0020	2	03/15/99	03/16/99
SAITZ DAVID CLEMENT	0002	0020	2	03/12/99	03/13/99
SAITZ DAVID CLEMENT	0002	0020	2	03/09/99	03/10/99
SAITZ DAVID CLEMENT	0002	0020	2	03/06/99	03/07/99
SERPA ANTHONY J	0002	0020	2	03/18/99	03/19/99
SERPA ANTHONY J	0002	0020	4	03/12/99	03/16/99
SERPA ANTHONY J	0002	0020	4	03/06/99	03/10/99
SKAIN PATRICK M	0002	0020	5	03/10/99	03/19/99
SKAIN PATRICK M	0002	0020	2	03/07/99	03/08/99
SLATTERY RICHARD F	0002	0020	7	03/06/99	03/15/99
STORTI WILLIAM OLIVER	0002	0020	2	03/19/99	03/19/99
STORTI WILLIAM OLIVER	0002	0020	2	03/15/99	03/16/99
STORTI WILLIAM OLIVER	0002	0020	2	03/12/99	03/13/99
STORTI WILLIAM OLIVER	0002	0020	2	03/09/99	03/10/99
SULLIVAN DENNIS WILLIAM	0002	0020	1	03/19/99	03/19/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/16/99	03/17/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/07/99	03/08/99
SULLIVAN DENNIS WILLIAM	0002	0020	7	03/07/99	03/19/99
SUN DAVID	0002	0020	2	03/18/99	03/19/99
TARLACH MATTHEW D	0002	0020	1	03/07/99	03/07/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	03/14/99	03/15/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	03/11/99	03/12/99
TUIASOSOPO JOHN MISIATA	0002	0020	3	03/06/99	03/09/99
WINSLOW ROBERT EDWARD	0002	0020	2	03/11/99	03/12/99
WINSLOW ROBERT EDWARD	0002	0020	3	03/05/99	03/09/99
WONG MIKE JAMES	0002	0020	7	03/06/99	03/18/99

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

WONG SUEON F	0002	0020	2	03/17/99	03/18/99
WONG SUEON F	0002	0020	2	03/14/99	03/15/99
WYRSCH VICTOR HERMAN	0002	0020	2	03/06/99	03/07/99
WONG JEFFREY	0002	0016	10	03/08/99	03/19/99
ALTEMEER GARY L	0002	0010	2	03/12/99	03/13/99
BALMY ALEC MICHAEL	0002	0010	2	03/14/99	03/15/99
CANNON LAWRENCE J	0002	0010	1	03/19/99	03/19/99
CLELAND JAY M	0002	0010	2	03/15/99	03/16/99
DICKER JOSHUA IRADLEY	0002	0010	2	03/11/99	03/12/99
DRAPER JAMES BENNETT	0002	0010	2	03/07/99	03/08/99
EMMONS CHRISTINE ELYSE	0002	0010	2	03/15/99	03/16/99
EMMONS CHRISTINE ELYSE	0002	0010	2	03/09/99	03/10/99
FAUSS MICHAEL	0002	0010	2	03/06/99	03/07/99
FITZPATRICK JOSEPH	0002	0010	2	03/12/99	03/13/99
GOGGIN DONALD JAMES	0002	0010	2	03/15/99	03/16/99
GRACIA DANIEL ANTHONY	0002	0010	2	03/09/99	03/10/99
GREENE ALISON KIM	0002	0010	5	03/13/99	03/19/99
GREENE ALISON KIM	0002	0010	2	03/10/99	03/11/99
HODGE JUANITA A	0002	0010	2	03/16/99	03/17/99
HUI RICKY MING	0002	0010	4	03/08/99	03/12/99
JONES KENNETH L	0002	0010	2	03/12/99	03/13/99
JONES MICKI A	0002	0010	1	03/19/99	03/19/99
JONES MICKI A	0002	0010	2	03/16/99	03/17/99
KWONG CHARLES KWANG FU	0002	0010	2	03/17/99	03/18/99
LAU RONALD TSUN KIT	0002	0010	2	03/10/99	03/11/99
MCCULLOCH TRACIE KAY	0002	0010	1	03/19/99	03/19/99
MCELHENY KATHLEEN CECEIL	0002	0010	2	03/07/99	03/08/99
MULHAIR LESLIE K	0002	0010	4	03/08/99	03/12/99
PEOPLES DONALD WAYNE	0002	0010	2	03/06/99	03/07/99
PRIEM CAROLINE ANASTASIA	0002	0010	2	03/18/99	03/19/99
PRIEM CAROLINE ANASTASIA	0002	0010	2	03/12/99	03/13/99
SCHIEBOLD JOSEPH MATTHEW	0002	0010	2	03/12/99	03/13/99
WU ALLEN SUNNY	0002	0010	6	03/09/99	03/19/99
GIACALONE STEPHEN VINCENT	0002	0003	4	03/08/99	03/12/99
ALBOFF GEORGE	0006	0024	8	03/08/99	03/19/99
MCGUINN MARTY	0002	0006	9	03/07/99	03/19/99
SCANNELL JOSEPH	0002	0006	10	03/06/99	03/19/99
THOMAS JENNIFER	0010	0006	7	03/06/99	03/18/99
VEGA PAUL	0010	0006	7	03/07/99	03/19/99
CEREGHINO KENNETH	0022	0032	8	03/09/99	03/19/99
LI ERNEST	0022	0032	8	03/08/99	03/18/99
SUDANO JOHN	0022	0032	5	03/09/99	03/17/98

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

BRAIDA MICHAEL	0004	0022	8	03/09/99	03/19/99
CORDES THOMAS	0004	0022	8	03/08/99	03/19/99
CUTONE ROBERT	0004	0022	4	03/09/99	03/12/99
GRAFF JOSEPH	0004	0022	8	03/09/99	03/19/99
SCHEMBRI PETER	0006	0022	7	03/09/99	03/19/99
ARD GERALD	0002	0004	8	03/08/99	03/19/99
ESTABEZ MICHAEL	0002	0004	9	03/08/99	03/19/99
GATES PRISCILLA	0002	0004	8	03/09/99	03/19/99
GUITRON BRUCE	0002	0004	7	03/08/99	03/19/99
PIOMBO JOHN	0002	0004	8	03/09/99	03/19/99
ZARI GERALD	0002	0004	8	03/09/99	03/19/99

DISABILITY PAY

MILES WILLIAM	0040	0050	14	03/06/99	03/19/99
MORAN MICHAEL	0040	0050	14	03/06/99	03/19/99
RONAN JOHN	0030	0040	10	03/06/99	03/19/99
SUDANO JOHN	0022	0032	2	03/18/99	03/19/99
ARD GERALD	0002	0004	8	03/08/99	03/19/99
BRODIE KENNETH	0020	0030	14	03/06/99	03/19/99
COBO MATIAS	0020	0030	14	03/06/99	03/19/99
HUBBARD FRED	0020	0030	14	03/06/99	03/19/99
KIM ROBERT	0020	0030	14	03/06/99	03/19/99
SCHAFER CHARLES	0020	0030	14	03/06/99	03/19/99

CORREA ANTONIO

0004	0022	14	03/06/99	03/19/99
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HOY CARLOS

0002	0020	14	03/06/99	03/19/99
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HUPKE KENNETH

0002	0020	14	03/06/99	03/19/99
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JACKSON ROBERT

0002	0020	14	03/06/99	03/19/99
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OWEN KENNETH

0010	0020	14	03/06/99	03/19/99
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CARDER MARY

0002	0006	14	03/06/99	03/19/99
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WORKERS COMPENSATION

CERCOS JOHN

0030	0040	14	03/06/99	03/19/99
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4. REGULAR CALENDAR - UNFINISHED BUSINESS

- A) Closed Session Commission Action on the Suspension Appeal
(Cont'd from Meetings of 03-12-98, 12-15-98, 02-25-99 & 03-25-99)

In accord with Section 4001.4 of the Rules and Regulations, reporting that Chief's Aide John J. Ferrando has appealed his ten calendar days of suspension (seven work days), March 17/18, 20/21, 23/24 and 26, 1998. He was suspended for violation of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3920 - Violence
G.O. 91-A-2 - EEO Policy

Those present and voting were: President Rosemarie Fernandez-Pifer, Vice President Hadley Roff, and Commissioner Ted Soulis. Commissioner Soulis first stated for the record that he had read and considered the reporter's transcript and record of the February 25th hearing, where he was not present.

The Commission's actions in closed session on March 25, 1999, are summarized as follows:

Motion to Dismiss

Upon roll call, and by a vote of 3-0, the Commission voted to DENY the Motion to Dismiss.

Charges

Upon roll call, and by a vote of 3-0, the Commission decided the three charges.

Section 3915 - Proper Behavior GUILTY

The Commission found that Chief's Aide Ferrando did not conduct himself in a courteous manner and that he did not refrain from boisterous conduct.

Section 3920 - Violence NOT GUILTY
G.O. 91-A-2 - EEO Policy NOT GUILTY

Suspension Reduction

Commissioner Soulis moved, seconded by Vice President Roff, that the previously imposed ten calendar day suspension be reduced to two calendar days, and that Chief's Aide Ferrando be reimbursed for the 80 percent differential. The motion passed 3-0.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

B) Notification of Withdrawal of Suspension of Appeal
(Cont'd from Meetings of 01-14-99& 02-25-99)

In accord with Section 4001.4 of the Rules and Regulations, reporting that Firefighter Kevin Kramer, Engine 36, has appealed his four calendar days of suspension, January 6-9, 1999, (three work days, January 6, 7 & 9). He was suspended for violation of the Rules and Regulations as follows:

Section 3919 - Unacceptable Language
G.O. 91-A-2 - EEO Policy
Discrimination Prohibited

[Note: By letter dated March 23, 1999, from Joseph Moriarty, Director, Local 798, the Fire Commission has been advised that Firefighter Kramer has withdrawn his suspension appeal.)

4. REGULAR CALENDAR - UNFINISHED BUSINESS

C) Formal Hearing and Commission Deliberations, Including a Request for Motion to Dismiss (Cont'd from Meeting of 03-11-99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against four uniformed members of Engine 38 (resulting from an incident that occurred on 01-01-98), for violation of the Rules and Regulations as follows:

1) Captain Armando Mayorga

Section 1102 - Accountability
Section 1103 - Responsibilities
Section 1120 - Supervision
Section 1128 - Unusual Matters
GO 91 A-2 - Sexual Harassment
GO 95 A-64 - EEO Complaint Process
Section 3935 - False Reports and False Testimony
Section 2801 - Thorough Knowledge
Section 2802 - Enforcement of Rules, Regulations & Orders
Section 3922 - Acts Detrimental to Welfare of Department
Section 3936 - Unauthorized Visits to Places of Amusement
Section 2805 - Leadership
Section 2808 - Welfare of Subordinates
Section 3905 - Unfamiliarity with Rules
Section 3917 - First Alarm Areas
GO 89 A-100 - Adult Entertainment

2) Firefighters Barry Lo, William Storti and Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

3) Firefighters William Storti and Lenette Thompson

Additionally charged with

Section 3924 - Insubordination

4) Firefighter Lenette Thompson

Further charged with

Section 3915 - Proper Behavior

4. REGULAR CALENDAR - UNFINISHED BUSINESS

- C) Formal Hearing and Commission Deliberations, Including a Request for Motion to Dismiss (Continued)
(Cont'd from Meeting of 03-11-99)

a) Hearing

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Appearances:

Vincent Courtney, Esq., represented Firefighter Lenette Thompson, who was present.

William Rapaport, Esq., represented Firefighter Barry Lo, who was present.

Duane Reno and Nyanza Shaw, Esq., represented Captain Armando Mayorga and Firefighter William Storti, who were present.

Deputy City Attorneys Terence Howzell and Pamela Thompson represented the Department.

Deputy City Attorney Marie Corlett Blits represented the Fire Commission.

Motions:

Duane Reno made a Motion to Dismiss and a Motion for a Closed Session. In these motions, he was joined by Vincent Courtney, William Rapaport and Nyanza Shaw.

Discussion of Motions:

From 8:53 p.m. to 9:20 p.m., these two motions were discussed. William Kelly, Esq., representing Firefighter Laura Kelly, argued against a closed hearing.

Commissioner Roeca moved, seconded by Commissioner Nakajo

- (1) to have a closed hearing,
- (2) that Firefighter Kelly's family may remain in the hearing room during Firefighter Kelly's testimony, and
- (3) that this motion be taken under submission.

President Fernandez-Pifer stated that prior to Commission decision as to whether the hearing shall be open or closed, and prior to further hearing on the motions to dismiss, the parties may submit briefs according to a

4. REGULAR CALENDAR - UNFINISHED BUSINESS

- C) Formal Hearing and Commission Deliberations. Including a Request for Motion to Dismiss (Continued)
(Cont'd from Meeting of 03-11-99)

a) Hearing (Continued)

briefing schedule. Mr. Kelly was given permission to submit a letter brief as well.

Hearing on the motions will be Thursday, June 3, 1999, at 4:00 p.m.

Hearing on the merits will be Thursday, June 17, 1999, at 4:00 p.m.

The briefing schedule is as follows:

<u>Date</u>	<u>Activity</u>	<u>Submitted by</u>
Thurs. 04-22-99	Motions for Closed Hearing Motions to Dismiss and Motions for Discovery, if necessary	Attorneys for Uniformed Members
Thurs. 04-22-99	Letter Brief for Open Hearing	William Kelly, Esq.
Fri. 05-14-99	Response to Uniformed Members' Motions	City Attorneys for Dept.
Fri. 05-14-99	Response to William Kelly's Letter Brief	Attorneys for Uniformed Members
Mon. 05-24-99	Uniformed Members' Reply to City Attorneys	Attorneys for Uniformed Members
Mon. 05-24-99	Reply to Uniformed Members' Opposition to Open Hearing	William Kelly, Esq.
Thurs. 06-03-99	Fire Commission - Special Meeting - 4:00 p.m.	Hearing on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery
Thurs. 06-17-99	Fire Commission - Special Meeting - 4:00 p.m.	Evidentiary Hearing on the Merits

RECESS: The Commission recessed from 9:20 p.m. to 9:30 p.m.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

c) Formal Hearing and Commission Deliberations, Including a Request for Motion to Dismiss (Continued)
(Cont'd from Meeting of 03-11-99)

b) Commission Deliberations
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

c) Reconvene in Open Session

i) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

ii) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

d) Adjournment

The Commission concluded this portion of the agenda at 9:35 p.m.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

March 18, 1999

The Editor
San Francisco Chronicle

Living out West on the N-Judah line as I do, you won't find anyone who hates MUNI's fumbling excuse for a transit system as much as I. However, last Sunday morning, during an apartment building fire at 6000 Fulton, MUNI operator Alan Brown, showed his MUNI mettle and earned the appreciation of all on scene rescuers. Quickly appraising the situation, he immediately made his electric Fulton line coach a haven for the 22 displaced residents. Clad only in their nightgowns, robes, and pajamas, the elderly group of citizens had just barely escaped certain death from the flames and thick, black smoke that had engulfed the north end of their building. Alan turned the heater system up high and kept everyone safe until the Red Cross could arrive to make shelter arrangements.

Credit should also be given to Engine and Truck Companies of Battalion 7 and 8 of the San Francisco Fire Department. They battled the blaze for an hour and a half, and remained on scene until 6:30 a.m. performing salvage and cleanup. Three squads of SFFD paramedics treated several patients on scene for smoke inhalation and transported one family to Mount Zion Medical Center for further attention.

Sincerely,

/s/ DAVID FLOERSCH
1614 Great Hwy
San Francisco, CA 94122

Note: The following two additional
typed letters of commendation are
included as part of Item 5.A)



400 Parnassus Avenue
Room A-102
San Francisco, CA 94143-0310
Tel. 415.476.4021
Fax 415.476.0321

March 20, 1999

Robert L. Demmons
Chief of Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,


The purpose of this letter is to express our appreciation to Paramedics Dave Drabble- EMT-P and Peter Leonard, EMT-P and their colleagues for their compassionate, patient and professional response to a Medical Emergency in the Pediatrics Urgent Care Practice at the Ambulatory Care Center at UCSF Medical Center on December 16, 1998.

During their response, due to a high patient census at UCSF Medical Center, it became necessary to transport this 19 year old patient to the Emergency Room at UCSF Mount Zion which delayed departure from the scene. Paramedics Drabble and Leonard demonstrated the utmost in quality care (and tremendous patience!) while Medical staff developed an appropriate alternative care plan for the patient. Both paramedics demonstrated the utmost in professional behavior with our staff, and compassion and kindness with the patient and her family during what otherwise might have been a very tense situation.

We are fortunate to live in a City where such professionalism is matched with good humor and compassion.

Please convey our appreciation to both Paramedics as well as to the engine crew who responded.

Sincerely,


Kevin Worth, RN, MS, CNS
Director of Quality Improvement
Ambulatory Services

cc: Marshall Isaacs, MD, Medical Director, SFFD
Richard Shortall, EMS Chief, SFFD,
David Drabble, EMT-P, SFFD
Peter Leonard, EMT-P, SFFD

Episcopal Community Services of San Francisco

THE EPISCOPAL SANCTUARY • 350 CALIFORNIA STREET • COMMUNITY HOUSE • MULTI-SERVICE CENTER NORTH

Canon Kip Senior Center

705 Natoma Street

San Francisco, CA 94103

March 22, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons,

On behalf of the Canon Kip Senior Center, I would like to Thank You and the San Francisco Fire Department for your efforts in providing our Seniors the Earthquake Awareness Presentation on March 16, 1999.

Lieutenant Juarez did an outstanding job educating our group on earthquake statistics, providing handouts, and putting realities into perspective. I have had several positive comments from the Canon Kip Staff, Students and Seniors about the information he provided.

It is the goal of the Canon Kip Senior Center to provide our Seniors, as well as other community members with Current information on issues such as Fire, Health, and Personal safety.

I would like to schedule a presentation on Fire Safety in April or May. The best time to schedule a presentation at the Senior Center is in the mornings 10:00am - 11:30am. Please contact me if you are able to accommodate this request

Thank you for your time and consideration.

Respectfully,



Anna J. Cooper
Activities Coordinator/Intake Worker
Canon Kip Senior Center

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for March, 1999.

- a. There are no unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>February</u>	<u>March</u>
Vacation : Annual	15.36	20.03
IDV	5.64	7.13
Compensatory Time	3.46	3.68
Sick Leave	22.93	27.81
Disability	19.04	21.39
Military Leave	.00	.16
Light Duty	6.89	6.52
Other	<u>2.32</u>	<u>3.74</u>
Total	77.11	91.68

- c. The following Work on Days Off (Overtime) were awarded during the month of March:

3 - H50 Assistant Chiefs, for 24 hours
14 - H40 Battalion Chiefs, for 24 hours
54 - H30 Captains , for 24 hours
85 - H20 Lieutenants , for 24 hours
41 - H10 Chief's Aides , for 24 hours
37 - H3 FF/Paramedics , for 24 hours
495 - H2 Firefighters , for 24 hours
1 - H32 Captain, BFP , for 6 hours
1 - H32 Captain, BFP , for 2 hours
1 - H22 Lieutenant, BFP , for 6 hours
1 - H22 Lieutenant, BFP , for 5 hours
1 - H4 Inspector, BFP , for 6 hours
1 - H4 Inspector, BFP, for 4 hours

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

116 - Triple Combination Pumps
56 - Aerial Ladder Trucks
54 - Ambulances
24 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

5 - Triple Combination Pumps
3 - Aerial Ladder Trucks
1 - Ambulances
0 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

3 - Triple Combination Pumps
1 - Aerial Ladder Trucks
1 - Ambulances
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

5 - Triple Combination Pumps
3 - Aerial Ladder Trucks
3 - Ambulances
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Vice President Roff moved and Commissioner Roeca seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

5. REGULAR CALENDAR - NEW BUSINESS

C) Leave of Absence

Submitted request for leave of absence with pay from Chief of Department Robert L. Demmons for eight days, April 8 through April 15, 1999, in order to attend the 1999 Metropolitan Fire Chiefs' Conference in New Orleans, Louisiana. Funds for this trip are included in the 1998-99 budget.

Commissioner Roeca moved and Commissioner Nakajo seconded. There were no questions or discussion and the request for leave of absence was approved.

D) New Fire Code

Submitted for approval the new San Francisco Fire Code which amends the 1998 California Fire Code and also adopts, by reference, the 1997 Uniform Fire Code, with specific appendices.

Commissioner Nakajo moved and Vice President Roff seconded.

Vice President Roff commented that he understood that these were primarily administrative changes as well as changes that address problems unique to San Francisco. Fire Marshal Kevin Taylor concurred.

There were no further questions or discussion and the new San Francisco Fire Code was approved on recommendation of Chief of Department and referred to the Board of Supervisors for legislative action.

E) Certificates of Commendation

Presentation of Certificates of Commendation to

Claude Gratianne, and
Tien Nguyen

for their actions at 946 Diamond Street on the evening of October 29, 1998.

Acting Chief Gamble asked Claude Gratianne and Tien Nguyen to step forward each to receive a Certificate of Commendation. Acting Chief Gamble commented that they rescued an elderly woman from her burning dwelling at 946 Diamond Street, despite heavy smoke and intense flames and with disregard for their own safety.

Acting Chief Gamble congratulated the two recipients, then introduced them to the members of the Commission, who thanked the recipients.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment

John Hanley, President, Local 798, stated that today a Lieutenants' promotional list was sent by teletype. He asked Acting Chief Gamble for the criteria used to pick the individuals for promotion.

Acting Chief Gamble replied that the Chief made the selection for promotion. He reviewed PQFs. As to how they were selected, Mr. Hanley would have to ask Chief Demmons.

Addressing Acting Chief Gamble, Mr. Hanley stated that tonight you see members of the fire department. Tomorrow they could be risking their lives. They deserve an answer, their careers are on the line. How were these individuals chosen for these positions. Acting Chief Gamble said he already answered the question.

President Fernandez-Pifer commented to Mr. Hanley that part of the issue we are dealing with is that promotions were not within the Commission's jurisdiction. However, you are free to ask whatever questions you need to get your answers. Maybe there are some questions that can be responded to.

Mr. Hanley said that if he can't get an answer as to how the individuals were picked, was Civil Service notified that the Department was going to use a band for Lieutenant selections? Acting Chief Gamble said he didn't know.

Deputy City Attorney John Cooper said he could answer the question ... Mr. Hanley said that he hoped there would be open communication between the Chief and Deputy as to how the process worked, because this issue is very important to the firefighters of San Francisco and their families.

Mr. Cooper said that he has the certified H20 Lieutenant list and that at the bottom of page three there are four notes. Note B) says that the candidates will be selected from the eligible list using the sliding band procedure. The width of the band for this examination is 108 points. Chief Demmons is the appointing officer under the Charter. He has no authority after the adoption of the list to change that procedure. Therefore, he had to use the sliding band.

President Fernandez-Pifer said the question was Civil Service notified as to the sliding band selection process. Mr. Cooper said yes, that we met with Civil Service, and we have been meeting with them over several months concerning the adoption of the new rules applicable to the Fire Department. One point of discussion is what happened to lists that were certified during the Consent Decree and continued after the Consent Decree. We also met with Department of Human Resources (DHR) and Employee Relations. They all gave us the same answer that the job announcement and that this list would govern. It is not within the Department's purview to change that ... He met with the executive director of Civil Service. It is a Civil Service rule we are discussing.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Mr. Hanley said the Civil Service rule is the Rule of Three Scores. Mr. Cooper said the rule you are referring to - yes, and that is Rule No. 13.3.3.

Mr. Hanley said that was the standard hiring practice under Civil Service for promotions in San Francisco. Mr. Cooper said it varies from union to union ...

Mr. Hanley said that barring any meet and confer process or any change by the Union and the City, then the Rule of Three Scores stands.

Mr. Cooper said no, not under the Consent Decree. We use the sliding band. In this case the number of scores ordered under this list was 108 points.

Mr. Hanley asked if we are under the Consent Decree or Stipulated Order today. Mr. Cooper said no.

President Fernandez-Pifer asked Mr. Cooper to respond to how it is that we can make appointments under the sliding band now that the Consent Decree has ended.

Mr. Cooper said because the hiring process is governed by the job announcement and the list itself which are self contained rules about how the process is administered.

Mr. Hanley asked if there was anything in the job announcement that if the Consent Decree/Stipulated Order were to end will the band still be in effect.

Mr. Cooper said no. The job announcements for the Battalion Chief and Lieutenant ranks specified that they would be issued pursuant to the Consent Decree, that was all they said. But, when the list came out, the list itself had the requirements for a sliding band ...

President Fernandez-Pifer asked who issued the job announcement. Mr. Cooper said DHR did pursuant to Civil Service rules. This is not within the fire department's jurisdiction. Once the job announcement and the list were adopted under the rules ... If there were to be a change in that perhaps the most appropriate body would be the Civil Service or DHR. The band for Battalion Chief is 105 points, and 108 points for Lieutenant. As that band is administered everyone within that point range is considered equal.

President Fernandez-Pifer asked Mr. Hanley if this discussion was helpful. Mr. Hanley said the question is that knowing the importance of this, this Union plays by the rules, we never fought any extension of the Consent Decree. Did Judge Marilyn Patel in her Stipulated Order say anything about continuing the band. Was there anything in her final report stating that the band will remain in effect for the remainder of these two lists. Was there anything that said that she valued the importance of this list so we will continue with the band with these two lists. Mr. Cooper replied no.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Mr. Cooper said Judge Patel didn't issue a final report. To his knowledge no one requested that this be addressed - the Union, department or plaintiffs ...

Mr. Cooper said that everyone on this list got on knowing the process that was going to be used for promotions was the sliding band. That has not changed.

Mr. Hanley said there is speculation among Civil Service and we have been told that on numerous occasions that when the Consent Decree expired and the Stipulated Order was over that we would revert to the Rule of Three Scores, which is in the Charter. This is what Civil Service told us.

Mr. Cooper said he met with Civil Service more than once. We've had a series of meetings over many months and they have always told him that no, only the job announcement governed but that ... He took what they were saying, and he believes it is correct, the Chief had no authority ... It was more a question of why he was asking the question.

Mr. Hanley said there is a vast difference of opinion. When we met with Civil Service last week we were told by Mr. Rucker, labor relations for DHR ...

Mr. Cooper said he was talking about the executive director, Kate Favetti.

Mr. Hanley speaking to the Commissioners said it was of vast importance to the membership, how are the selections made. Is there a group of people who pick for promotion. How is it done?

Acting Chief Gamble said the Chief is the appointing officer and he makes the selections. Mr. Hanley asked if the Chief reviews the files and picks each individual. Acting Chief Gamble said that is correct. Mr. Hanley asked with what criteria. Acting Chief Gamble said the Personal Qualifications Form (PQF), which are essentially resumes.

Mr. Cooper said he believed that Ms. Favetti has spoken to Mr. Hanley and should have confirmed what he just said. He never heard anything different from her in the two months they have been meeting.

Mr. Hanley said he spoke with her this afternoon, and there is a difference of opinion and there are questions ... He asked if Ms. Favetti was contacted about using the band after the expiration of the Consent Decree. Mr. Cooper said he spoke to her personally about this on more than one occasion, and so did other people in the department. We also discussed it with the Employee Relations Division, and DHR.

Mr. Hanley said that the Union sent a letter to the Chief on January 28, 1999, asking how the next promotions were to be selected and we never got a response.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

President Fernandez-Pifer said the Fire Commission doesn't have the jurisdiction to answer these questions, they should be directed toward DHR or Civil Service, maybe the Union can meet with the City Attorney, Chief, and DHR to discuss the issue .. Obviously, there has been a lot of communication but you are hearing different things. It would be better if we all get in one room together for discussions ... She was not trying to close discussion on this important matter but the Fire Commission doesn't have authority over what DHR and Civil Service does. This should be done as expeditiously as possible as we do need some clarity.

Mr. Cooper said the only thing the City Attorney could add at this point is that the appointing officer - Chief Demmons - has no authority to vary from the authority he had on this list.

President Fernandez-Pifer said it sounds like the Union is hearing something different, that is why she suggested the meeting with those who do have the authority over the list so we are all on the same page ...

Mr. Hanley said the Union would be more than happy to meet and that is why they sent a letter to the Chief in January. How is the selection going to be made and how is it going to be done when the Consent Decree expires ...

Mr. Hanley asked if there were any highlights that Acting Chief Gamble can provide to these members of the firefighters union. What were the high and the low on the PQF. Acting Chief Gamble said he couldn't answer the question. The appointing officer made the selections. You are asking a question he cannot answer.

Mr. Hanley asked if there is a general order that reflects the importance of, for example, a Master Degree in Sociology is worth five points while a BA is worth two points. Is there something so that these people will know next time why they didn't get a Lieutenant's job, why they were passed over.

Acting Chief Gamble said again you will have to ask the Chief, but there is a general order on PQF and secondary criteria and if you review the general order you will be able to see that.

Mr. Hanley said he did so this afternoon and he couldn't determine what was important and what was not important.

Acting Chief Gamble said you could feel free to ask the Chief. Mr. Haley said he was asking the Acting Chief. Acting Chief Gamble said he doesn't have the answer for you and he has said that already ... (tape turned)

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Firefighter John Beckerley, Engine 35, stated that he is missing his father's 90th birthday dinner tonight to appear here to express his opinion, and will leave right after his remarks. He is No. 41 on the Lieutenant's list and has been taking the Lieutenant's test since 1978. He is a 25-year veteran of the fire department. He hasn't been able to pass a test since the 1978 test, at which time he was a ~~PERMANENT LIMITED~~ Tenure (PLT) Lieutenant for four years. He has gone out as a temporary Lieutenant for 11 years. So, if we are talking about personal qualifications he believes he is qualified. He is a college graduate, he has premedical, etc. Prior to today 39 people have been appointed, the first 39 and then people back in the band, minorities and diverse appointments. Today, No. 40 was appointed, a white firefighter, then he (Firefighter Beckerley) was skipped and a couple others were appointed, and skipped down and down, he believes within the band. He has served the fire department for 25 years. He has taught many people who are now Lieutenants, Captains and some Chiefs - how to drive the Engine, how to pump. He has taught them as a PLT Lieutenant and a Lieutenant. For all these years he has served his community and has received numerous awards for that. He has been a credit to the fire department. He has always done his job and has always come to work. He doesn't deserve what happened today. He has always done the best he could to be fair to his co-workers and serve the people of San Francisco to the best of his ability. He has been decorated twice and received unit citations, one of which is currently being awarded. Perhaps if he hadn't served in Vietnam he would have been a firefighter in 1968 and he could have been ahead of all this stuff. But he chose to serve his country because his father and father before him were in the wars, so he came in late, in 1974. He took this test ... He didn't know why he was No. 41 on this list. He took the test by the rules of the Consent Decree, and he had no choice but to play by the rules, and now he is passed over. Why? You can't answer he knows. He didn't know that you even care, because you got yours. Why was he passed over? Because he is White? Because he is 54 years old? Because he is a Catholic? Because he is a good firefighter? Because he is a veteran? What is the answer? There will be no answer? What does he tell his friends and family? He has no idea. He stated that the Commissioners were witnessing the lowest morale and plentitude of major problems in the San Francisco Fire Department. The morale and mission the fire department is dying before your eyes. You've got to be aware of what is going on. He goes to different firehouses every watch. It is not good. It is not just White firefighters, it is all the firefighters. They are very down in morale and they don't know what is happening. Is the Commission just going to watch this? He didn't know if you could do anything. This was a once proud fire department. You need to take steps to mend the rifts and morale. My last comment is can you answer my question? I know you can't, as to why he was passed up. Four times today since he got home his wife asked what he did to make this man - Robert Demmons - hate you so much that he has passed you up. He has done this to you and your family. Thank you for listening to me.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Firefighter Patrick Skain, Engine 42 and a San Francisco resident, commented that everything that John Beckerley just stated was true. He is a hell of a firefighter and a good man. There are many good people on this list. When we discussed the Stipulated Order over a year ago he asked when was the Consent Decree going to end. In his mind, what the Mayor thought by the end of the Consent Decree was one thing and what the Chief thought by the end of the Consent Decree was another, what this Commission thought was again another. In his mind it meant it was over, but it doesn't seem to be over. Individuals seem to have a hard time accepting change. We had a hard time accepting change going into the Consent Decree and certain entities are having a hard time accepting change going out of the Consent Decree. We shouldn't be here discussing whether we are using banding. Banding is illegal. Period. There is no question about that. There seems to be a legal argument as to whether or not the job announcement, because it includes banding, can continue on. In his mind it should not. It is legally wrong and morally wrong. Over a year ago he talked to people at the Pacific Legal Foundation, one of the lead organizations on Prop 209. Many people who supported the Consent Decree shake a little when they hear about the Pacific Legal Foundation and the end of the Consent Decree and the implementation of Prop 209. What they told me last year is succinct and correct right now. You are going to get out of the Consent Decree the same way the Plaintiff-Intervenors got into the Consent Decree - you are going to have to sue. It is going to take legal discussion on this to come to a resolution. Even with this issue today regarding hiring off this list. He encouraged the Union to seek an immediate restraining order with regard to further hires and urged them to go to court ... as to whether or not banding shall go forward. He will not accept a meeting between Civil Service and any individual that allows banding to go forward. The Consent Decree is over. Unfortunately, this is the process it is going to have to take. There are many good people on that list and he doesn't mean to say anything derogatory about any of them. They are all good people on that list. Some, indeed, are more qualified as far as he is concerned. The only way to find that out (the selection process) is to sue and via discovery, force Chief Demmons to tell us what his criteria are. Otherwise, it will always be smoke, he can tell you anything. He has been telling us anything for years. There hasn't been an examination for over a decade. There has been a selection process. We need to end that. We need to return to Civil Service rules, whether it is the rule of five, the rule of three. We need to return to the merit system. Bring something back that people can understand in terms of the promotional process so that they have incentive to go out and educate themselves, because right now they do not ... The exams are not front end loaded. They are back end loaded and subjective. No matter what you do, the Chief given his prerogative can say "Sorry, you are not the one I'm selecting." Those days have to end. He urged the Union to seek a Temporary Restraining Order on this list; to eventually sue the City and County of San Francisco, and the Civil Service Commission to find a succinct determination on this issue. Thank you.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Firefighter Jack Giessler, an eligible on the H20 Lieutenant list, who would prefer not to be here tonight. He entered the fire department at a time when it was a Civil Service test. He entered under something called the Civil Service Act of 1883. There were no bands. He read the following into the record:

The Civil Service Act of 1883 marked the beginning of the end of the spoils system where government jobs were given out as political payoffs, and provided the foundation of a work force composed of employees selected on the basis of their ability to do the job without regard to race, religion, sex or politics.

These are ideals he believes in. He believes in them for everybody regardless of their race, religion or ethnicity, and he believes in them all the way across the board. He wished the City Attorney could have been in his corner when he was trying to explain to his father in high school why his grades weren't so high because he didn't realize that if he had a C and somebody had an A we all had the same score, and that is what he is being told. If someone has 800 and someone has 620 they have the same score, so it doesn't matter does it. All he would like to say is he would like to see fairness across the board for everybody. When people say how are you going to evaluate this he would like to see it evaluated fairly. He doesn't know what is in his PQF that is not as good as somebody else's PQF. He has tried to do a job. For many years he was in the same position as Mr. Beckerley and has worked as a Lieutenant for many years. He tries to be competent and he knows that most of the people here try to do a very good job. This is the time he wanted to express that and say: "What a novel idea. How about something where everybody is judged on a merit system." Thank you very much.

Firefighter Paul McHugh, a 17-year firefighter at Engine 1, asked what the hiring practice would be after the Lieutenant's list expires next month. After July 3 there will probably be 25 Lieutenant vacancies when the next contract begins. There will be a big hole in the department as Lieutenants will be going out day-to-day. Has the department considered extending the list? Is the Commission aware of what could occur because of the lack of a list and the young Lieutenants, who will be in the seats as officers ... There is nothing specific about the Officer Candidate Program.

Mr. Cooper said there hasn't been a Captain's list for a long, long time and Civil Service rules provide for provisional appointments when there is no list, and this applies when the Lieutenant's and Battalion Chief's lists expire, as well.

Firefighter McHugh asked if the department would appoint to vacant lieutenant's positions by seniority after the list expires. You could end up having one- and two-year firefighters in the seats constantly until another type of exam is implemented ...

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Acting Chief Gamble said that Mr. Cooper spoke to the process it is provisional appointments after the list expires, just as you saw on today's teletype announcing the eight Captain appointments. This is the department's option to fill vacancies on a somewhat permanent basis until the Officer Candidate Program for a specific rank is established.

Firefighter McHugh said you are dealing with Captains going up to Battalion Chiefs who have a little time in the department. As to Lieutenants, in the summer time when the majority of firefighters who have seniority take their vacations which places the younger firefighters into the seats ...

Acting Chief Gamble said he didn't necessarily agree with Firefighter McHugh that one- and two-year firefighters would wind up in the seats to a great degree ... Firefighter McHugh said nine officers who could retire soon are on disability leave now just waiting for the next pay raise that is possible by July 3. Acting Chief Gamble said the department was aware that there would probably be a significant number of retirements in July. Firefighter McHugh thanked the Commission.

Mr. Hanley referencing Firefighter McHugh a decorated member of Rescue Squad 1, and currently at Engine 1, what he was possibly getting at is there any thought process to certifying, as has been done in the past, eligibles on this list, and continue this list.

Acting Chief Gamble said not that he was aware of.

Firefighter Paul Gamick, Engine 16, and editor of the Main Line, Local 798's newspaper, stated that originally she planned to discuss no Captains being appointed or no Captain's examination because she had great concern that many fire stations were operating without Captains in the house, sometimes for over a year and a lot of things don't get done because of that. Having seen the provisional appointments she had even greater concern where we have appointed Captains who are barely off probation from Lieutenant, superseding Lieutenants who have far more experience. We have promoted Captains who haven't even been in the field as Lieutenants. She has concerns about that. She has concern for the Lieutenant's list as John Beckerley spoke, and the others who have spoken before her. She didn't take the Lieutenant's test, and she is now six years in the business. She didn't take it for a reason. And that reason is because she believes in experience and seniority. She believes this is a job that needs to have experience and seniority. She believes this is a job that needs to have experience before you can lead others into a burning building, or into an emergency rescue scene. That isn't happening now. It is very likely to happen where you have people with one or two years of service becoming Lieutenants and leading people into fires; leading probationary firefighters into fires, never having been in a fire themselves as a Lieutenant, and that is scary. It is no wonder that there is a loss of morale in this department. And quite frankly she, too, is now disgusted.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Captain Paul Chin, President, Asian Firefighters Association (AFA), commented that Mr. Hanley basically said what he wanted to say tonight. We do have concerns about the credibility of how they are selecting officers. We have been told many times, on many occasions, how they were going to select but judging by the list and the names that were selected that the criteria were not met. So, the same question applies, and he realizes we can't get an answer tonight, but he wanted to go on record stating that we do have our concerns.

Firefighter John Darmanin, speaking as a private citizen, and expressing his own opinion and probably that of a lot of the people in the audience. He wasn't coming here tonight to talk about the sliding band or Civil Service, he has his own agenda to deal with but he decided to save that for another night, and speak on this latest thing that is really disturbing to him and quite a few people here and, hopefully, quite a few of the fire commissioners, if not all of them. The sliding band formula for promotions was utilized only to comply with the Consent Decree, and meet the mandates of the Consent Decree. The sliding band is contrary to existing Civil Service rules. It was a method to make sure we complied with the Consent Decree, everybody knew that. It had been in place for ten years. When the Consent Decree ended the justification and authority to use the sliding band should have ended also. The existing Civil Service criteria including the rule of three should have been used to hire from these existing lists, not the sliding band, that should have ended along with the Consent Decree. The fire department attorney, Mr. Cooper, told us tonight that it was the executive director of Civil Service who made the decision to continue hiring using the sliding band. He mentioned how the list was adopted with the sliding band and it wasn't in anyone's authority or power to change it. Firefighter Darmanin didn't think that was correct. Something Mr. Cooper didn't tell you was that the executive director of Civil Service Commission based the decision on Chief Demmons' recommendation. The Fire Commission has stated that they have no jurisdiction over the civil service process, but you do have the ability to state your opinion and draft a letter to the civil service executive director on behalf of the membership, more importantly, for the good of the department. No one can argue with what our sister, Firefighter Gamick, just mentioned regarding experience in the field. No one can argue with what Firefighter Beckerley so eloquently posed to you tonight. If you can't argue with them then why not take a stand on it. We probably know the reason for that and that is because of politics. You are appointed by the Mayor and you have to support the Chief, and that is good; that's fine. But when the Chief is wrong, and in this case he is, the Fire Commission who are supposed to be here to protect the City and the fire department, its membership, and not the fire chief, should remember that when they look at something that happens like this; come out with your opinions. We know your opinions aren't going to do anything because you don't have any jurisdiction, but at least stand your ground and come out with how you feel and don't just give us lip service, and don't just chastise the Chief in private. Let us all know how you feel so we could have a little more respect for something coming out of this building. He hoped that the Commission would take a public

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

stand on this issue rather than just let it go by the wayside like we all know it will. Go down on the record on how you feel on this, one way or the other. He thought the Commission's silence spoke volumes as it is. Something needs to start changing. That was all he had to say.

Vice President Roff speaking to Mr. Darmanin, said don't mistake the silence from the Commission, we have been listening to a variety of questions and complaints and we take them seriously. He didn't know if this was a forum where we can engage in debate, but there should be no mistaking that this Commission feels very deeply about this department. We are not here on any political mission and we want to make sure that the people of this City are served. He knows that we have had some very constructive dialogue with the Union on a number of matters. Some of the issues that are being brought here are ones that are very fresh to him. Although he is someone who has been around and observed this department for a long while, he was very disturbed by much of what was being said tonight about the morale. But make no mistake that this Commission is very concerned ... He thought there were questions that have been raised that deserve answers and certainly we will be pursuing them.

Mr. Cooper commented that he didn't leave anything out of his earlier oral report to the Commission. He did not take any recommendation of the Chief to the Civil Service Commission or Department of Human Resources or to the Employee Relations Division. We simply went to them to ask their opinion as the bodies who administer the regulations.

Mr. John Priolo commented that he was a resident of San Francisco - born and raised here - and has put himself through paramedic school and he holds a degree in fire science. He recently applied for the Cadet Program. He recently received a letter that he wouldn't be considered for the program. There was no test. The letter said it was a stratified random test (selection process) ... He wrote a letter to the Mayor, which was forwarded to the fire department. He received a letter back from the fire department, which further confused him. Basically, it said his education had no influence that it was based on gender and ethnicity. He said he brought a copy with him for the Commission. He has tested with other departments but he wanted to be a San Francisco firefighter. That is why he has been training. He has a problem with not being able to take a written exam, physical agility test or oral board. As a taxpayer he knows how much money is being spent on overtime with the paramedics, and he knows how much it costs to train a paramedic - \$80,000 - to cover overtime and pay for their shifts ... He wanted to know if he could get on a backup list.

Acting Chief Gamble said there is no backup list, we did use random selection for the Cadet Program. Unfortunately, you were not selected and unfortunately, that's it ...

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Mr. Priolo asked how the numbers were set for each district. He was in District 10. Who supervised the lottery and random selection. Acting Chief Gamble said it was DHR, and was computer generated.

Mr. Priolo gave each Commissioner a copy of his letter to the Mayor dated January 4, 1999, and the Department's response dated February 22, 1999.

Acting Chief Gamble said that he anticipates that the initial number of applicants will be sufficient thus obviating the need for a backup list.

Mr. Priolo asked why no test was given and why no standards were set ... He was frustrated when told that his education was irrelevant.

Acting Chief Gamble said that more than 4000 applicants were in the lottery and only 400+ were selected, so not every applicant would make it. That is the system that has been developed under the Consent Decree and that's the system we are going to use to hire entry-level firefighters ... There is no backup list.

President Fernandez-Pifer asked Mr. Cooper to comment on the question about the Cadet Program and how it came into being, how it relates to the Memorandum of Understanding (MOU), and whether or not it is going to be a substitute for the standard hiring practices and testing.

Mr. Cooper said the MOUs with Local 798 and Local 790 have nothing to do with the Cadet Program because those unions do not represent applicants, only employees. The Cadet Program itself was started as a pilot program, it is only the first one. It is the last program that the department will be able to use that only considers residents of San Francisco. There were a lot of applicants, so there was a lottery to select the candidates. Those not selected in the lottery are out of the process. In the future, people in San Francisco will be allowed to apply to the department, but they will be competing with non-San Francisco residents ... Referring to Mr. Priolo's earlier comments, the people selected for the Cadet Program have not yet been tested. One of the reasons that random selection was used was so that we could see how the random selection base results and help us develop a test for the future. To do that the scientific people who helped us develop these exams wanted to start from a randomly selected base. There were people selected in the lottery who have qualifications similar to Mr. Priolo.

President Fernandez-Pifer said his question is will there be a test for which he can apply in the future? Mr. Cooper said there will have to be a test in the future. That is the whole purpose of the pilot program, to develop the test for the future.

Mr. Priolo inquired if random stratified had been practiced with other cities.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Mr. Cooper replied affirmatively. Random stratified is a defined term used in testing. Mr. Cooper didn't have the names of the other cities ... Mr. Priolo asked who would establish the testing criteria for the Cadet Program. Mr. Cooper replied it would be done by the department's consultants. One of the consultants has done this for other cities. We have a list of the other cities and we can provide that for Mr. Priolo, if he writes a letter to the Chief, with a copy to the City Attorney's office ...

Firefighter Frank Kelly, Vice President, Local 798, commented that perhaps he could help Mr. Priolo, and stated that he didn't think he (Mr. Priolo) could take the written test when they have one. Just to help Mr. Cooper, he believes this was tried in Long Beach and it was unsuccessful, the only other city in California where it took place.

He wanted to speak about the promotional examinations. During the day everyone relaxes and he enjoys himself for 10-15 minutes reading the newspaper and reading the bridge column. There aren't many bridge players in the firehouse. Every once in awhile they quote some scholarly person as a clue to help prepare the reader to defeat the contract. Recently, they quoted Stephen Vincent Benet who said: "Because we have power we thought we had wisdom." As the Commission can see, tonight you have a chance to witness firsthand what happens when someone abuses his or her power. If the Commission allows this travesty of justice to reach fruition we will be burning, not building, the bridges into the new millennium. If you allow the fire department to return to the end of the 19th Century, before unions had the protection of Charters and Civil Service, to the days of the spoils system, when nepotism, cronyism and political patronage were commonplace then we have lost. He wondered if we were living in a right to work state or the most liberal city in the nation. Provisional and discretionary appointments are synonymous with greed and power. When somebody in power has total disregard for labor unions and its members, where are the checks and balances to protect the individual from abuses of power that are discriminatory and self-serving. Discriminatory - there were African-Americans as well as Asian-Americans passed over today. The common goal the common thread they were all members of Local 798. He wasn't speaking for himself. Personally he never sought to be a Lieutenant. He has no desire to be on any promotional list. He is here speaking for the persons who deserve to be promoted. He asked the Commission tonight don't hang these individuals out to dry. They have been hung out before. He believes the Commission has the wisdom to overturn this abuse of power. He thought that today is the time to stop provisional and discretionary appointments. Thank you.

Firefighter Stephen Engler, Director, Local 798, under the value statement of our mission statement, it says: "a work environment that promotes harmony, respect for each person, and is free from harassment, discrimination, and retaliation." He thought that the administration should reread the value statement. They failed to recognize that the district stations are not feeling harmonious and

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

respectful for the reasons you heard here tonight. He is lucky enough not be on these promotional lists. He thought the Commission should take note. Thank you.

Firefighter Romelia Scott stated that she has been in the department for almost nine years and she cannot emphasize enough the fact that experience at all levels is so important. ~~See enclosed~~ the Commission right now to think about extending the Lieutenant's list for one year, possibly two. If there is no other plan for effecting testing, the Lieutenant's list should be extended ... Experience really has a lot to do with it. When you go into fires you have no idea how wonderful it is when you go in with people who know what they are doing. That is the experiences that these men and women have who are downtown, that have been in the field. They know what is going on. That's important, it really is. Thank you.

Edward O'Donnell, Captain, Engine 3, said he was No. 17 on the current Battalion Chief's list. However, already there have been 18 hires. He understood that was under the Consent Decree. We are not under the Consent Decree anymore, and he assumed under Prop 209 with the cessation of the Stipulated Order we would go by rank order on the list. He said he was not here for himself, he was here for his family. They deserve this promotion. He hoped the Commission does the right thing. It is up to you to do it. Hopefully, you will. He was lucky enough to get promoted on the Lieutenant and Captain's list because he was in the right position for a minority or woman to be hired. That is the only reason. He didn't do any better than any of these guys. He is no better firefighter than his brother and sister firefighters here. It is up to you and it is within your power to do the right thing. Hopefully, you will. Thank you.

Firefighter Robert Winslow, speaking as a private citizen, asked Acting Chief Gamble when the Officer Candidate Program would be ready to roll.

Acting Chief Gamble said the first one would be for the Captain but he didn't have a definite start date, and then the others would follow. He believed the program would take from one to two years to complete.

Mr. Winslow stated that we might go without promoting any Captains or Lieutenants for three to five years. Acting Chief Gamble said unless we promote provisionally. Mr. Winslow asked if that was in the best interests of the fire department and citizens of San Francisco. Acting Chief Gamble said it was important to have people fill promotional ranks. That is why Civil Service rules allow for provisional appointments when there is no list.

Mr. Winslow said that for Chief and Captain he could see it. But for Lieutenant everyone knows he is still a firefighter, not a real officer. He doesn't have the authority or respect. It is a double-edged sword if he messes up he is not a real Lieutenant he is in there for the day. It didn't seem right to him that the fire department could function very well with temporaries all over. If we did

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

that in the army our country would be overrun in a matter of days. He urged the Commission to extend the Lieutenant's list (with over 100 people on it) for a year, two years, or until the Officer Candidate Program is ready to take over, so we could have a smooth transition. Thank you.

Firefighter Thomas O'Connor, Director, Local 798, commented that he thought there was a palpable sense of outrage coming from the back of this room and there is sort of a bemused sense of resignation from the front. We need answers, and we need answers now, we can't be kept in the dark as a work force. It is not fair. He asked Acting Chief Gamble and the city attorney three quick questions: We are no longer under the Consent Decree, correct? We are no longer under the Stipulated Order, correct? However, we are going to maintain banding in our promotional considerations?

Mr. Cooper replied, "No, only for the two lists that are in existence that are banded and due to expire."

Firefighter O'Connor stated that what we saw today on the teletype demonstrated the power of banding, correct? Mr. Cooper said he hadn't seen the teletype.

Firefighter O'Connor rephrased the question by noting that earlier Mr. Cooper stated that banding was a consideration in these promotions, that banding is still allowed. He asked for what purpose.

Mr. Cooper replied there has been a lot of confusion about banding. For example, one gentleman stood up and talked about Prop 209 and banding. He spoke to Duane Reno (attorney for Local 798) today about this. This is not a Prop 209 discrimination issue. White males, including the union president were promoted. Banding is a determination that people within a certain range of scores can be considered equally and picked at the discretion of the appointing officer.

Firefighter O'Connor asked what was the broader consideration of using banding - to racially balance.

Mr. Cooper said no. All the Consent Decree did was put an overlay - first you do the band. The Consent Decree put an overlay on that, and the Monitor said within that band this is how you shall select, by race and gender.

Firefighter O'Connor asked for what purpose. Mr. Cooper said to eradicate the effects of past discrimination ...

Firefighter O'Connor said if we are eradicating the effects of past discrimination then why are certain ethnic groups not represented in today's promotions. Are we going to be under the Consent Decree and use banding, or follow the other civil service rules. We can't have it both ways ...

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Mr. Cooper said that all ethnic groups are represented that were reachable within the band ...

Firefighter O'Connor said the contradictions are inherent in what is going on here, and that is we can't get answers. One man has too much power and there are no guidelines for us. The PQFs, we ask about them - and no disrespect to Acting Chief Gamble - and get I don't know. The Consent Decree is over, banding is used but it is not used to racially balance the work force. What is the ultimate purpose in using banding, because it goes with the guidelines set forth when the test was taken? What we would like to see and what is happening behind him is an upwelling of extreme frustration on behalf of all of the members. He hopes that is plainly evident and he hopes that within the space of perhaps a week or two we can get some solid answers as to what discretion the department is heading with promotions, with hiring, with the Officer Candidate Program, with the Cadet Program, with the EMS merger, etc. We need answers. We need direction. We need guidelines, and we need certain parameters as a work force so we could possibly understand the future of our careers, our livelihoods and, quite possibly, our lives. Thank you.

President Fernandez-Pifer said she wanted to repeat what Vice President Roff said earlier, that we take all these comments very seriously and our silence is not to be interpreted in any negative way. A recommendation was made. Obviously there are certain questions being brought before us that can more properly be answered by the Department of Human Resources and by the Civil Service Commission. She encouraged the union leadership and membership to pursue those questions in that forum, along with the Chief, Deputy Chiefs, and City Attorney's office. We take your concerns to heart, we are very concerned that there is low morale. This is what we are hearing. This forum allows the Union to air these issues out, but you also need to take the next step.

Mr. Hanley said the credibility ... He said he posed the question to Acting Chief Gamble as to how those individuals were chosen. If the number two person, the Acting Chief right now can't give me any direction what does he tell his membership. The question is crazy. He can't get any information as to how John Beckerley, a decorated Vietnam war hero, who has been an acting Lieutenant for many, many years, taught at the Division of Training, how that individual was passed over. It is astounding. Firefighter Beckerley gave an emotional speech. These men and women who spoke tonight are not up before the Commission for themselves, they are up there for their families.

Vice President Roff said to Mr. Hanley that a number of points have been made tonight, and very eloquently, a number of issues have been raised and he was sure that it wouldn't be the last of it. He has taken voluminous notes and some of the things you have said have been seared right into his mind. Thank you for all those who spoke.

5. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Mr. William Kelly, an attorney and resident of San Francisco, said he came tonight without an idea that this was going on. As a life-long resident of San Francisco as were his parents before him, he was really shocked, utterly shocked. These men and women take a promotional examination, get passed over and nobody can tell them what the criterion was. The city attorney stands here and says Gosh, it is completely in the discretion of the Chief. He is bound by these rules. Mr. Kelley asked the Commission to remember that they appoint the Chief. You can ask the Chief what his criteria were, and you can compel the Chief to tell you what his criteria were. Thank you.

Mr. Hanley thanked the brothers and sisters of Local 798 for attending tonight.

6. Closed Session

Pursuant to Government Code Section 54954.5 and 54957.6, and San Francisco Administrative Code Section 67.8, and 67.12, 67.13 the Commission will consider a Motion to meet in closed session with Deputy Chief Harold Gamble and Deputy City Attorney John Cooper, designated labor negotiators for the Department, for the purpose of reviewing certain disciplinary procedures proposed by Fire Fighters Local 798 in collective bargaining negotiations, and to instruct the negotiators on the position of the Commission.

Motion to adjourn to Closed Session

Vice President Roff moved and Commissioner Roeca seconded.

Pursuant to Government Code Section 54954.3(a), public comment on Motion

There was no public comment.

Vote on Motion

The motion to adjourn into closed session was adopted 4-0.

The Commission was in closed session from 9:36 p.m. to 10:02 p.m.

Reconvene in Open Session (if closed session held)

The Commission reconvened in open session at 10:02 p.m.

Pursuant to Government Code Section 54957.1 and San Francisco Administrative Code Section 67.14, the Commission will consider a Motion whether or not to disclose to the public any portion of its closed session discussion.

Motion to disclose (or to keep confidential) matters discussed in closed session

Commissioner Roeca moved, seconded by Vice President Roff, not to disclose discussion held in closed session.

6. Closed Session (Continued)

Pursuant to Government Code Section 54954.3(a), public comment on Motion

There was no public comment.

Vote on Motion

The motion not to disclose discussion held in closed session was adopted 4-0.

There being no further business to come before the Commission, the meeting was adjourned at 10:04 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Special Meeting - Thursday - April 8, 1999 - 4:00 p.m.

698 Second Street - Room 102

ITEM
NO.

DOCUMENTS DEPT.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer

Vice President Hadley R. Roff

Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca

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Commissioner Ted N. Soulis was absent for vacation.

2. Public Comment on all matters pertaining to Closed Session

There was no public comment.

3. Closed Session

Pursuant to Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b), Public Employee Appointment, 1540 Secretary, Fire Commission.

The Fire Commission met in closed session pursuant to California Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b) in order to consider a public employee appointment for the position of 1540 Secretary, Fire Commission. The Commission interviewed specified candidates for the position.

4. Reconvene in Open Session

- A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

The Commission met in closed session from 4:00 p.m. to 6:10 p.m., to interview and consider specified candidates.

The Commission reconvened in open session at 6:10 p.m.

- B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Vice President Roff moved, seconded by Commissioner Roecca, not to disclose discussions held in closed session.
The motion passed 4-0.

5. Adjournment

The meeting was adjourned at 6:11 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 6:11 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - April 22, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

DOCUMENTS DEPT.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was absent for vacation.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joanne Hayes-White
Kevin D. Taylor

- Management Services
- Division of Airports
- Support Services
- Fire Prevention

Note: Captain Michael McKinley represented Asst. Deputy Chief Joseph Asaro (D.O.T.)

Chief Officer - Staff:

Richard C. Shortall
Marshal Isaacs, M.D.

- Emergency Medical Services
- Emergency Medical Services

Chief Officers - Firefighting Services:

Paul J. Tabacco
Frank Cercos, III
Arthur W. Kenney

- Division 1
- Division 2
- Division 3

2. Approval of the minutes of the Regular Meeting of April 8, 1999, and the Special Meeting of April 8, 1999.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "E") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during March, 1999.

B) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - APRIL 10, 1999

H20 Lieutenant

Cherish A. Murdock

C) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Truck 13	98-9-160	02-18-99	621	C	File
Off: Capt. Edward Cruz;	Drv: FF Marc Evans;	Tlr: FF Robert Guldbeck			
Cause: Misjudged clearance - Trk 13 was responding to an incident and making a left turn when it struck the left rear side of a vehicle					
Truck 1	98-9-161	02-24-99	613	A	File
Off: T/Lt. Louis Bacciocco;	Drv: FF Lawrence Jew;	Tlr: FF Rachael Atchison			
Cause: Backing up - Trk 1 while backing into the station had stopped. The tiller wheels were turned incorrectly causing the truck to strike the pylon when the truck moved forward					

3. CONSENT CALENDAR

C) Accidents (Continued)

Truck 13 98-9-162 02-24-99 611 A File
 Off: Lt. Daniel Sullivan; Drv: FF Jack Walker; Tlr: FF Lawrence Jew

Cause: Misjudged clearance - Trk 13, while returning to quarters, struck a vehicle when passing between Trk 2 and a parked vehicle

Engine 1 98-9-163 02-25-99 613 C File
 Off: T/Capt. Eugene Baraona; Drv: FF Christopher Salas

Cause: Misjudged clearance - Eng 1 was responding to an alarm and making a left turn when it struck a stopped vehicle

Engine 8 98-9-164 02-27-99 512 B File
 Off: Lt. Eugene Murphy; Drv: FF Kimberly Grinton

Cause: Eng 8 was heading south on Potrero when a car drifted into its lane causing Eng 8 to abruptly turn to the right and sideswipe a vehicle

Truck 16 98-9-165 03-02-99 614 B Bill
 Off: T/Capt. Michael Cunnie; Drv: FF Robert Bassett; Tlr: FF Kevin Callanan

Cause: Trk 16 was pulling away from the curb when a vehicle turned in front of the truck resulting in a minor collision

Engine 31 98-9-166 03-05-99 586 B Bill
 Off: Capt. William Serafini; Drv: FF Richard Wagner

Cause: While parked - Eng 31 was parked at an incident when a passing vehicle grazed Eng 31

Engine 24 98-9-167 03-07-99 576 A File
 Off: Lt. Joel Moeller; Drv: FF Tracy Courtney

Cause: Misjudged clearance - Eng 24, while exiting Division of Training, grazed a parked vehicle

Medic 10 98-9-168 03-08-99 718 A File
 Drv: FR Paramedic Jesse Vanbuskirk

Cause: Misjudged clearance - Medic 10, while entering a driveway, misjudged the clearance and struck a low hanging sign

3. CONSENT CALENDAR

C) Accidents (Continued)

B.F.P.	98-9-169	03-08-99	023	B	Bill
Drv: Insp. Anthony Hampton					

Cause: BFP vehicle was stopped at an intersection when it was struck by a Muni bus making a turn

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

D) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, March 20 through April 2, 1999.

E) Temporary Appointments

Reporting having made 344 temporary appointments March 20 through April 2, 1999.

Commissioner Nakajo moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "E" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

Report having made 344 temporary appointments during Payroll Period March 20 through April 2, 1999.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	1	04/02/99
BARBANO MARK J	0040	0050	2	03/26/99
BOUDOURES ROBERT G	0040	0050	4	03/29/99
BOUDOURES ROBERT G	0040	0050	2	03/23/99
BOUDOURES ROBERT G	0040	0050	2	03/20/99
BRACCO RICHARD D	0040	0050	3	03/30/99
CARDINALE FRANK T	0040	0050	2	03/24/99
FERRY JAMES C	0040	0050	2	03/31/99
FERRY JAMES C	0040	0050	2	03/22/99
FRISELLA DAVID A	0040	0050	9	03/20/99
LEE JOHN J	0040	0050	2	03/27/99
LEE JOHN J	0040	0050	2	03/21/99
LO JOHNNY ROBERT	0040	0050	2	03/27/99
TREANOR FRANK R	0040	0050	2	03/26/99
HSIEH ARTHUR	0033	0043	8	03/22/99
AVALOS ANTHONY P	0030	0040	2	03/21/99
CAREY WILLIAM G	0030	0040	1	04/02/99
CAREY WILLIAM G	0030	0040	2	03/30/99
CAREY WILLIAM G	0030	0040	2	03/27/99
CAREY WILLIAM G	0030	0040	2	03/24/99
CAREY WILLIAM G	0030	0040	2	03/21/99
CAREY WILLIAM G	0030	0040	2	03/27/99
CARLOMAGNO JOSEPH	0030	0040	4	03/22/99
MASSETANI GARY	0030	0040	3	03/30/99
MCLAUGHLIN PATRICK	0030	0040	2	03/31/99
NOLAN MICHAEL J	0030	0040	2	03/29/99
ODONNELL EDWARD JR	0030	0040	2	03/31/99
PEEFF JOHN T	0030	0040	2	03/25/99
PEEFF JOHN T	0030	0040	1	04/02/99
ROYBAL PETER D	0030	0040	2	03/30/99
ROYBAL PETER D	0030	0040	2	03/27/99
ROYBAL PETER D	0030	0040	2	03/30/99
TRAINOR RONALD E	0030	0040	1	04/02/99
WILHELM ROGER J	0030	0040	10	03/22/99
FARRIS KENNETH	0030	0039	8	03/22/99
KOCHEVAR RICHARD	0030	0039	10	03/22/99
RYAN THOMAS	0030	0039	10	03/22/99

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

CERNA GEORGE	0001	0033	3	03/30/99	04/01/99
DAVIS ARTHUR	0001	0033	9	03/22/99	04/01/99
GAVIN THOMAS	0001	0033	1	03/26/99	03/26/99
KUZMA ROBERT	0001	0033	9	03/20/99	04/02/99
LEONARD PETER	0001	0033	3	03/27/99	03/28/99
ORTIZ SCHULDT GLENN	0020	0033	10	03/22/99	04/02/99
ROBINSON ANTHONY	0020	0033	2	04/01/99	04/02/99
STOREY ERIC	0001	0033	1	03/20/99	03/20/99
TONG SANDY	0001	0033	8	03/23/99	04/02/99
AHUMADA MICHAEL	0020	0030	2	03/20/99	03/21/99
BARAONA EUGENE A	0020	0030	4	03/29/99	04/02/99
BARAONA EUGENE A	0020	0030	2	03/23/99	03/24/99
BARTELS WILLIAM J	0020	0030	2	03/29/99	03/30/99
BARTELS WILLIAM J	0020	0030	2	03/23/99	03/24/99
BONNIE WM SCOTLAND	0020	0030	2	03/31/99	04/01/99
BONNIE WM SCOTLAND	0020	0030	2	03/25/99	03/26/99
BONNIE WM SCOTLAND	0020	0030	2	03/22/99	03/23/99
CARROLL DAVID A	0020	0030	1	04/02/99	04/02/99
CASSIDY STEPHEN H	0020	0030	2	03/20/99	03/21/99
CONNORS JAMES M	0020	0030	2	03/28/99	03/29/99
CONNORS JAMES M	0020	0030	2	03/22/99	03/23/99
COYNE JAMES M	0020	0030	2	03/28/99	03/29/99
CUNNIE MICHAEL J	0020	0030	2	04/01/99	04/02/99
CUNNIE MICHAEL J	0020	0030	2	03/29/99	03/30/99
CUNNIE MICHAEL J	0020	0030	2	03/26/99	03/27/99
CUNNIE MICHAEL J	0020	0030	4	03/21/99	03/24/99
DITO RAYMOND E	0020	0030	2	03/30/99	03/31/99
DRAKE GEORGE	0020	0030	2	03/26/99	03/2799
FORBES JOHN J III	0020	0030	5	03/27/99	04/02/99
FRANKLIN DAVID	0020	0030	7	03/25/99	04/02/99
FREDIANI DONALD L	0020	0030	2	03/31/99	04/01/99
FREDIANI DONALD L	0020	0030	4	03/22/99	03/26/99
GARRY KEVIN J	0020	0030	2	03/31/99	04/01/99
GUTIERREZ RICHARD	0020	0030	4	03/29/99	04/02/99
GUTIERREZ RICHARD	0020	0030	4	03/23/99	03/27/99
HANSEN JERRY E	0020	0030	5	03/27/99	04/02/99
HANSEN JERRY E	0020	0030	4	03/21/99	03/25/99
JEBE HENRY H III	0020	0030	2	03/31/99	04/01/99
JEBE HENRY H III	0020	0030	2	03/25/99	03/26/99
JONES MICHAEL	0020	0030	2	03/31/99	04/01/99
KUBEL DENNIS	0020	0030	2	03/28/99	03/29/99
LAUER RICHARD L	0020	0030	2	03/28/99	03/29/99
LEE JAMES J	0020	0030	2	03/30/99	03/31/99
LEE JAMES J	0020	0030	2	03/27/99	03/28/99
LEONARD ALLAN J	0020	0030	7	03/24/99	04/02/99
LEONARD ALLAN J	0020	0030	2	03/21/99	03/22/99
LIGGINS EDWARD JR	0020	0030	2	03/31/99	04/01/99
LIGGINS EDWARD JR	0020	0030	6	03/22/99	03/29/99

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

MAY GARY A	0020	0030	6	03/20/99	03/30/99
MCKEON JOSEPH B	0020	0030	2	03/30/99	03/31/99
MOLINARI ROBERT M	0020	0030	5	03/27/99	04/02/99
MOLINARI ROBERT M	0020	0030	4	03/21/99	03/25/99
MONTAGUE GARY M	0020	0030	2	03/25/99	03/26/99
MONTAGUE GARY M	0020	0030	2	03/22/99	03/23/99
MURRAY THOMAS E	0020	0030	1	04/02/99	04/02/99
MURRAY THOMAS E	0020	0030	2	03/27/99	03/28/99
MURRAY THOMAS E	0020	0030	2	03/21/99	03/22/99
CONNOR JAMES J	0020	0030	1	03/21/99	03/21/99
PINKARD HARRY T	0020	0030	6	03/26/99	04/02/99
PINKARD HARRY T	0020	0030	2	03/23/99	03/24/99
PLESCIA MATTHEW V	0020	0030	1	04/02/99	04/02/99
PLESCIA MATTHEW V	0020	0030	2	03/30/99	03/31/99
RIEMER JAMES G	0020	0030	2	04/01/99	04/02/99
RIEMER JAMES G	0020	0030	2	03/26/99	03/27/99
RIEMER JAMES G	0020	0030	2	03/20/99	03/21/99
SCHAFER CHARLES L	0020	0030	2	03/28/99	03/29/99
SHERIDAN REID K	0020	0030	2	03/20/99	03/21/99
SMITH STEPHEN C	0020	0030	2	03/30/99	03/31/99
SMITH STEPHEN C	0020	0030	2	03/21/99	03/22/99
SOULE ANTHONY P	0020	0030	2	03/27/99	03/28/99
SOULE ANTHONY P	0020	0030	4	03/21/99	03/25/99
SUTTER DENNIS J	0020	0030	2	03/28/99	03/29/99
BANFORD ETHAN	0020	0028	10	03/22/99	04/02/99
CASTELLANOS RUDOLPH	0020	0028	10	03/22/99	04/02/99
DEA EDMUND	0020	0028	10	03/22/99	04/02/99
DRISCOLL JOSEPH	0020	0028	10	03/22/99	04/02/99
FIELDS MONICA	0020	0028	8	03/24/99	04/02/99
HALE REX	0020	0028	7	03/22/99	04/02/99
HIGGINS JOSEPH	0020	0028	10	03/22/99	04/02/99
JONES GREGORY	0020	0028	9	03/22/99	04/02/99
LABRADO RUDOLPH	0020	0028	10	03/22/99	04/02/99
MCGREGOR RAEMONA	0020	0028	6	03/24/99	04/02/99
MULLANEY PATRICK	0020	0028	10	03/22/99	04/02/99
RABBITT BRIAN	0020	0028	10	03/22/99	04/02/99
WILSON JOSEPH	0020	0028	10	03/22/99	04/02/99
FERRANDO JOHN J	0010	0020	3	03/30/99	04/02/99
FERRANDO JOHN J	0010	0020	2	03/21/99	03/22/99
JOHNSON DAVID ALAN	0010	0020	2	03/31/99	04/01/99
JOHNSON DAVID ALAN	0010	0020	2	03/22/99	03/23/99
OWYANG GREGORY	0010	0020	8	03/22/99	04/01/99
PAUL ALLAN R	0010	0020	2	03/22/99	03/23/99
SELLIN STEPHEN M	0010	0020	5	03/27/99	04/02/99
SELLIN STEPHEN M	0010	0020	2	03/21/99	03/22/99
VANDERVENNET JOHN	0010	0020	3	03/27/99	04/02/99

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

BACCIOCCO LOUIS F	0002	0020	2	03/29/99	03/30/99
BACCIOCCO LOUIS F	0002	0020	2	03/26/99	03/27/99
BACCIOCCO LOUIS F	0002	0020	4	03/20/99	03/24/99
BALMY ALEC MICHAEL	0002	0020	2	03/20/99	03/21/99
BECKERLEY JOHN G	0002	0020	2	04/01/99	04/02/99
BECKERLEY JOHN G	0002	0020	2	03/29/99	03/30/99
BECKERLEY JOHN G	0002	0020	2	03/26/99	03/27/99
BECKERLEY JOHN G	0002	0020	2	03/20/99	03/21/99
BERTOLLO WALTER R	0002	0020	2	03/30/99	03/31/99
BERTOLLO WALTER R	0002	0020	2	03/27/99	03/28/99
BLAKE JAMES M	0002	0020	2	03/31/99	04/01/99
BLAKE JAMES M	0002	0020	2	03/28/99	03/29/99
BLAKE JAMES M	0002	0020	2	03/25/99	03/26/99
CASTAIN MAURICE	0002	0020	10	03/22/99	04/02/99
CHARLTON MICHAEL B	0002	0020	4	03/26/99	04/02/99
CHARLTON MICHAEL B	0002	0020	2	03/23/99	03/24/99
CHARLTON MICHAEL B	0002	0020	2	03/20/99	03/21/99
CHU EDWARD Y	0002	0020	2	03/23/99	03/24/99
COE SARA	0002	0020	2	03/27/99	03/28/99
COFFEY STEPHEN P	0002	0020	4	03/22/99	03/26/99
COTTRELL PETER	0002	0020	7	03/20/99	04/01/99
CRAWFORD PAUL CARL	0002	0020	2	03/21/99	03/22/99
CRISPEN DEAN MATHEW	0002	0020	1	04/02/99	04/02/99
CRISPEN DEAN MATHEW	0002	0020	2	03/30/99	03/31/99
CUNNANE JAMES P	0002	0020	1	04/02/99	04/02/99
CUNNANE JAMES P	0002	0020	2	03/30/99	03/31/99
CUNNANE JAMES P	0002	0020	2	03/24/99	03/25/99
DICKERSON WILLIAM	0002	0020	2	03/27/99	03/28/99
DICKERSON WILLIAM	0002	0020	2	03/24/99	03/25/99
DICKERSON WILLIAM	0002	0020	2	03/21/99	03/22/99
DILUZIO JOHN A	0002	0020	2	03/24/99	03/25/99
DILUZIO JOHN A	0002	0020	2	03/21/99	03/22/99
DOBSHINSKY JOHN	0002	0020	2	03/21/99	03/22/99
DONNELLY RAYMOND J	0002	0020	2	03/22/99	03/23/99
DUNN GERALD R	0002	0020	8	03/22/99	04/01/99
FALLS GARY J	0002	0020	2	03/21/99	03/22/99
FARAC STEPHEN N	0002	0020	2	03/27/99	03/28/99
GALLAGHER PETER J	0002	0020	2	03/25/99	03/26/99
GALLAGHER PETER J	0002	0020	2	03/22/99	03/23/99
GIBSON BERNARD D	0002	0020	2	03/21/99	03/22/99
GISSLER JACK A	0002	0020	2	04/01/99	04/02/99
GISSLER JACK A	0002	0020	2	03/29/99	03/30/99
GISSLER JACK A	0002	0020	2	03/26/99	03/27/99
GISSLER JACK A	0002	0020	2	03/20/99	03/21/99
GOGGIN DONALD JAMES	0002	0020	1	04/02/99	04/02/99
GOGGIN DONALD JAMES	0002	0020	2	03/27/99	03/28/99
GOGGIN DONALD JAMES	0002	0020	2	03/21/99	03/22/99

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

HANLEY JOHN F	0002	0020	2	04/01/99	04/02/99
HANLEY JOHN F	0002	0020	2	03/29/99	03/30/99
HANLEY JOHN F	0002	0020	4	03/20/99	03/24/99
HURTADO VICTOR GABRIEL	0002	0020	2	03/31/99	04/01/99
HURTADO VICTOR GABRIEL	0002	0020	2	03/28/99	03/29/99
JONES KENNETH R	0002	0020	1	04/02/99	04/02/99
JONES KENNETH R	0002	0020	2	03/30/99	03/31/99
JONES KENNETH R	0002	0020	2	03/27/99	03/28/99
JONES KENNETH R	0002	0020	2	03/24/99	03/25/99
KANE MARK E	0002	0020	1	04/02/99	04/02/99
KANE MARK E	0002	0020	6	03/21/99	03/31/99
KANNISTO RICHARD A	0002	0020	2	03/22/99	03/23/99
KING JOSEPH L	0002	0020	2	03/28/99	03/29/99
KING JOSEPH L	0002	0020	2	03/25/99	03/26/99
KING JOSEPH L	0002	0020	2	03/22/99	03/23/99
KNIGHT ROHAN	0002	0020	2	03/31/99	04/01/99
KNIGHT ROHAN	0002	0020	2	03/28/99	03/29/99
KNIGHT ROHAN	0002	0020	2	03/25/99	03/26/99
KNIGHT ROHAN	0002	0020	2	03/22/99	03/23/99
KOENIG WILLIAM G	0002	0020	4	03/26/99	03/30/99
KOENIG WILLIAM G	0002	0020	2	03/23/99	03/24/99
KOENIG WILLIAM G	0002	0020	2	03/20/99	03/21/99
LAU KERBY	0002	0020	6	03/22/99	04/01/99
LEE SONNY JAK	0002	0020	2	03/28/99	03/29/99
LEE SONNY JAK	0002	0020	2	03/22/99	03/23/99
LOMBARDI KENNETH A	0002	0020	1	04/02/99	04/02/99
LOMBARDI KENNETH A	0002	0020	2	03/30/99	03/31/99
MATEIK ROBERT STEPHEN	0002	0020	2	03/31/99	04/01/99
MATEIK ROBERT STEPHEN	0002	0020	2	03/25/99	03/26/99
MCHUGH PAUL M	0002	0020	2	03/31/99	04/01/99
MCHUGH PAUL M	0002	0020	2	03/25/99	03/26/99
MCHUGH PAUL M	0002	0020	2	03/22/99	03/23/99
MULHAIR LESLIE K	0002	0020	2	04/01/99	04/02/99
MULHAIR LESLIE K	0002	0020	4	03/20/99	03/24/99
OLEARY MICHAEL E	0002	0020	2	03/30/99	03/31/99
OLEARY MICHAEL E	0002	0020	2	03/21/99	03/22/99
ORENGO JOE C JR	0002	0020	2	03/27/99	03/28/99
OSHEA JOHN P	0002	0020	2	04/01/99	04/02/99
OSHEA JOHN P	0002	0020	2	03/20/99	03/21/99
OSULLIVAN KEVIN EDWARD	0002	0020	2	03/24/99	03/25/99
PATT MICHAEL DONALD	0002	0020	2	03/23/99	03/24/99
PATT MICHAEL DONALD	0002	0020	2	03/20/99	03/21/99
RITTER DAVID C	0002	0020	2	03/27/99	03/28/99
RITTER DAVID C	0002	0020	2	03/21/99	03/22/99
ROBERTS DOUGLAS	0002	0020	2	04/01/99	04/02/99
ROMERO SAMUEL NMI	0002	0020	2	03/30/99	03/31/99
RUSSELL DAVID EDWARD	0002	0020	3	03/30/99	04/02/99
RUSSELL DAVID EDWARD	0002	0020	2	03/27/99	03/28/99
SAITZ DAVID CLEMENT	0002	0020	4	03/21/99	03/25/99

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

SERPA ANTHONY J	0002	0020	3	03/30/99	04/02/99
SERPA ANTHONY J	0002	0020	2	03/27/99	03/28/99
SERPA ANTHONY J	0002	0020	2	03/24/99	03/25/99
SKAIN PATRICK M	0002	0020	2	03/31/99	04/01/99
SKAIN PATRICK M	0002	0020	6	03/22/99	03/29/99
SLATTERY RICHARD F	0002	0020	2	04/01/99	04/02/99
SLATTERY RICHARD F	0002	0020	2	03/29/99	03/30/99
SLATTERY RICHARD F	0002	0020	2	03/26/99	03/27/99
SLATTERY RICHARD F	0002	0020	2	03/23/99	03/24/99
SLATTERY RICHARD F	0002	0020	2	03/20/99	03/21/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/31/99	04/01/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/28/99	03/29/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/25/99	03/26/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/22/99	03/23/99
SULLIVAN GERALD	0002	0020	7	03/20/99	04/01/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	04/01/99	04/02/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	03/23/99	03/24/99
WINSLOW ROBERT EDWARD	0002	0020	2	04/01/99	04/02/99
WONG MIKE JAMES	0002	0020	4	03/20/99	03/24/99
WONG SUEON F	0002	0020	4	03/20/99	03/24/99
WONG JEFFREY	0002	0016	8	03/22/99	03/31/99
AVANCHE MICHAEL A	0002	0010	2	03/20/99	03/21/99
BALMY ALEC MICHAEL	0002	0010	2	03/26/99	03/27/99
BIAGINI DANIEL	0002	0010	8	03/20/99	04/02/99
CARDINALE KATHRYN M C	0002	0010	2	03/29/99	03/30/99
CARLE WILLIAM M	0002	0010	2	03/27/99	03/28/99
FARAC STEPHEN N	0002	0010	2	03/30/99	03/31/99
FAUSS MICHAEL	0002	0010	1	04/02/99	04/02/99
FEWELL JAMES RAFAEL	0002	0010	2	03/23/99	03/24/99
FITZPATRICK JOSEPH	0002	0010	2	03/30/99	03/31/99
GORDON DAVID	0002	0010	4	03/27/99	03/31/99
HARRIS LEONARDO MARTINEZ	0002	0010	1	04/02/99	04/02/99
HOM ALBERT CHEW	0002	0010	2	03/31/99	04/01/99
JONES MICKI A	0002	0010	2	03/22/99	03/23/99
KARAWANNY GEORGE	0002	0010	6	03/21/99	03/28/99
LABRADO EDWARD	0002	0010	4	03/28/99	04/01/99
MAHER EUGENE F	0002	0010	2	03/28/99	03/29/99
MARTINEZ ANTHONY DAMON	0002	0010	1	04/02/99	04/02/99
MATHEWS JENNIFER M	0002	0010	2	03/24/99	03/25/99
MULHAIR LESLIE K	0002	0010	2	03/26/99	03/27/99
NEWTON DWIGHT	0002	0010	2	03/27/99	03/28/99
ONEILL DENNIS WILLIAM	0002	0010	1	04/02/99	04/02/99
PAIGE JOEL BARRY	0002	0010	6	03/24/99	03/31/99
PAMPANIN VINCENT	0002	0010	8	03/20/99	04/02/99
PEOPLES DONALD WAYNE	0002	0010	2	03/21/99	03/22/99
PRIEM CAROLINE ANASTASIA	0002	0010	4	03/21/99	03/28/99
SMITH KRISTA	0002	0010	2	03/31/99	04/01/99

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

VERANT ROGER	0002	0010	10	03/20/99	04/02/99
WING DEREK J	0002	0010	2	03/23/99	03/24/99
WU ALLEN SUNNY	0002	0010	2	03/30/99	03/31/99
YATES JANICE JOYCE	0002	0010	2	03/31/99	04/01/99
CANEDO BENJAMIN ALEXANDER	0002	0003	2	04/01/99	04/02/99
GIACALONE STEPHEN VINCENT	0002	0003	4	03/29/99	04/02/99
MCCLARAN STEFANA	0002	0003	7	03/24/99	04/02/99
ALBOFF GEORGE	0006	0024	6	03/22/99	03/30/99
WRIGHT LAWRENCE	0006	0024	2	04/01/99	04/02/99
MCGUINN MARTY	0002	0006	9	03/20/99	04/02/99
SCANNELL JOSEPH	0002	0006	9	03/21/99	04/02/99
THOMAS JENNIFER	0010	0006	8	03/20/99	04/02/99
VEGA PAUL	0010	0006	7	03/20/99	04/01/99
CEREGHINO KENNETH	0022	0032	6	03/22/99	03/30/99
COFRESI ARTHUR	0022	0032	4	03/30/99	04/02/99
LI ERNEST	0022	0032	8	03/23/99	04/02/99
SUDANO JOHN	0022	0032	3	03/30/99	04/02/98
BRAIDA MICHAEL	0004	0022	8	03/22/99	04/01/99
CORDES THOMAS	0004	0022	8	03/22/99	04/02/99
CUTONE ROBERT	0004	0022	3	03/31/99	04/02/99
GRAFF JOSEPH	0004	0022	7	03/24/99	04/02/99
SCHEMBRI PETER	0006	0022	7	03/22/99	04/01/99
ARD GERALD	0002	0004	8	03/22/99	04/02/99
ESTABEZ MICHAEL	0002	0004	8	03/22/99	04/02/99
GATES PRISCILLA	0002	0004	8	03/23/99	04/02/99
GUITRON BRUCE	0002	0004	8	03/22/99	04/02/99
HONG CLIFTON	0002	0004	8	03/23/99	04/02/99
PIOMBO JOHN	0002	0004	8	03/22/99	04/01/99
ZARI GERALD	0002	0004	8	03/23/99	04/02/99

DISABILITY PAY

MILES WILLIAM	0040	0050	14	03/20/99	04/02/99
MORAN MICHAEL	0040	0050	14	03/20/99	04/02/99
RONAN JOHN	0030	0040	14	03/20/99	04/02/99
CEREGHINO KENNETH	0022	0032	3	03/31/99	04/02/99
SUDANO JOHN	0022	0032	7	03/22/99	03/28/99

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

BRODIE KENNETH	0020	0030	14	03/20/99	04/02/99
COBO MATIAS	0020	0030	14	03/20/99	04/02/99
GARCIA GEORGE	0020	0030	14	03/20/99	04/02/99
HUBBARD FRED	0020	0030	14	03/20/99	04/02/99
KIM ROBERT	0020	0030	14	03/20/99	04/02/99
OCONNOR JAMES	0020	0030	12	03/22/99	04/02/99
SCHAFER CHARLES	0020	0030	8	03/20/99	03/27/99
CORREA ANTONIO	0004	0022	14	03/20/99	04/02/99
HOY CARLOS	0002	0020	14	03/06/99	03/19/99
HUPKE KENNETH	0002	0020	14	03/20/99	04/02/99
JACKSON ROBERT	0002	0020	14	03/20/99	04/02/99
OWEN KENNETH	0010	0020	14	03/20/99	04/02/99
CARDER MARY	0002	0006	14	03/20/99	04/02/99
WORKERS COMPENSATION					
CERCOS JOHN	0030	0040	14	03/20/99	04/02/99

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

April 12, 1999

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

I am writing to thank all the people who responded to our 911 call last Friday night, April 9th, around 11:00 p.m., to 1647 - 17th Avenue. Within seconds of answering my call, the operator had me speaking with someone who could advise me how best to help my husband, Henry, who had collapsed and was having trouble maintaining consciousness, and possibly breathing. The speaker was calm and quickly forthcoming with useful information to help get us through ten of the toughest minutest we've ever had.

Engine 22 arrived promptly and the firefighters were again quick, calm and helpful. (They were Lieutenant Cherish Murdock, Firefighters Todd Prakin, David Nonomura and Connie Guzman). They administered oxygen right away, which immediately helped Henry begin breathing and focusing more easily. Paramedics Pete Putrus and Lawrence Ho from Medic 12 arrived shortly after and were absolutely wonderful. They were attentive, compassionate, full of practical information and all was tended to swiftly, kindly and effectively. We could not be more appreciative of their assistance, professionalism and courtesy. The entire 911 response humanized and helped diffuse a truly terrifying event. Will you please thank everyone involved? We are most grateful and would like them to know how deeply we appreciate their efforts.

Kindest regards,

/s/ CATHERINE RIEDEL

* * * * *

Note: The following five additional
typed letters of commendation are
included as part of Item 4.A)

April 12, 1999



Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Chief Demmons:

On April 1, 1999 at 1430 hours, UCSF Fire/Life Safety conducted an evacuation drill at our Laurel Heights Campus 3333 California Street. The alarm system was activated, all occupants evacuated the building and gathered at their pre designated assembly area. The drill met all the Life Safety Code requirements.

Lieutenant Mark Johnson and Fire Fighters Donald Holvoet, Patrick Ryan and Stan Olmirol from Station 10 observed and commented on the drill. I would like to thank them for their time and information and Chief John Harrington and Chief Paul Jones for arranging the appointment.

Thank you for your time,

Katie Shypertt
UCSF Campus Fire Marshal
50 Medical Center Way
San Francisco, CA 94143-0942

UNIVERSITY OF CALIFORNIA, DAVIS

BERKELEY • DAVIS • IRVINE • LOS ANGELES • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

FACILITIES SERVICES
FIRE DEPARTMENT
(530) 752-1236
FAX: (530) 752-4561

ONE SHIELDS AVENUE
DAVIS, CALIFORNIA 95616-8597

April 7, 1999

Fire Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons,

This is to thank you and your staff for authorizing a no-cost transfer of a 100 foot Seagrave ladder from your department to mine. The generosity shown by the San Francisco Fire Department is truly appreciated, and if there is ever anything I can do to repay the favor, please let me know.

I would also like to take this opportunity to specifically thank Captain Gary Bradford for his tireless effort in coordinating the entire project. Captain Bradford was a pleasure to work with, and his professionalism and tenacity were greatly appreciated.

We have contracted with Westates Truck Equipment Corporation to transport the ladder from San Francisco to their Woodland facility where they will mount the ladder to our ladder truck. Westates personnel will coordinate directly with Captain Bradford to ensure that he is fully informed on what trucking firm will transport the ladder and the transport schedule.

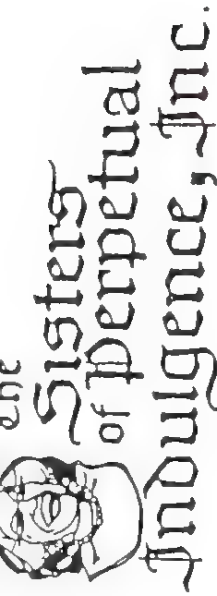
Again, thank you for your time, consideration and especially your department's generosity. Should you have any questions or need to contact me, I can be reached by telephone at (530) 752-1236 or by FAX at (530) 752-4561.

Sincerely,

A handwritten signature in dark ink, appearing to read "Mike".

Michael B. Chandler
Fire Chief

Cc Captain Gary Bradford (415) 558-3515, FAX (415) 648-5615)
Westates Truck Equipment Corporation (530) 661-0101



Celebrating Two Decades of Decadence

Chief Demmons
Chief of the Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

On behalf of The Sisters of Perpetual Indulgence, Inc., I wanted to thank you for your kind and generous efforts towards the success of our 20th Anniversary celebration. The EMS unit being there was noticed by several people in the community, and I am grateful that you were able to do it without incurring a charge to us. This event raised about \$9000.00 for our beneficiaries, and also was a fantastic day for our community. Your people were very important to the feeling of safety and security that was so evident at the event.

We were not informed of anyone that needed to use the services you provided, but we are most grateful to you for making them available. WE recognize the Fire Department to be a vocation more than a job, and the work that you and your men and women provide to our city are without a doubt the single most important work a person can do. Please pass our gratitude on to everyone not just for being at our event, but for their efforts everyday of the week.

Thank You.

Sincerely,

Sister MaryMae Himm, Chairnun
20th Anniversary Celebration
Sisters of Perpetual Indulgence, Inc.

SAN FRANCISCO
NEWSPAPER AGENCY

Agent of

San Francisco Chronicle San Francisco Examiner

March 30, 1999

Chief Robert Demmons
Fire Department Headquarters
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you for supporting the San Francisco Newspaper Agency's Health Faire held on March 24, 1999. The information Greg Owyang of your N.E.R.T. staff presented was appreciated by our employees. The Health Faire was attended by over 650 employees from the Chronicle, Examiner and San Francisco Newspaper Agency. Your exhibit was very informative.

Your presence at our Health Faire was greatly appreciated.

Sincerely,



Darlene Schuller, R.N.
Occupational Health Program Manager

Rose *Resnick* Lighthouse

FOR THE BLIND AND VISUALLY IMPAIRED

214 Van Ness Avenue
San Francisco
California 94102
PHONE 415-431-1481
FAX 415 863-7568

The Honorable Willie L. Brown, Jr.
City Hall, Room 200
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Dear Mayor Brown:

Recently, many of the staff at the Rose Resnick Lighthouse participated in the Neighborhood Emergency Response Team Training (NERT), sponsored by the San Francisco Fire Department.

Consequently, we are more knowledgeable, and feel better prepared and able to respond in the event of a major earthquake in San Francisco.

On behalf of all the staff here who participated, I want to express appreciation for the NERT program, and support for its further success in the community.

Sincerely,



Dawn M. Atienza, M.A.
Rehabilitation and Mobility Instructor

Cc: Board of Supervisors
Fire Commissioner
Fire Chief

4. REGULAR CALENDAR - NEW BUSINESS

B) Personal Services Contract

Submitted for approval a one-year extension to the contract between Allied Information Services and the San Francisco Fire Department for EMS electronic billing and collection services. Contract to be extended from July 1, 1999, through June 30, 2000, at an estimated cost of \$1 million.

Commissioner Soulis moved and Commissioner Roeca seconded. There were no questions or discussion and the extension to the contract between Allied Information Services and the San Francisco Fire Department was approved on recommendation of Chief of Department.

C) Unit Citations

Presentation of Unit Citations to the following firefighting companies for heroic actions performed in November, 1998:

<u>Date</u>	<u>Unit</u>	<u>Recipient</u>
11-02-98	Engine 3 Battalion 2	Captain Edward O'Donnell Battalion Chief Gary Leal
11-23-98	Engine 35 Fireboat	T/Lieutenant John Beckerley

Chief Demmons invited the officers to come forward to receive a unit citation. Chief Demmons read aloud each unit citation and presented the unit citation to each company officer. Each officer was congratulated by members of the Fire Commission.

4. REGULAR CALENDAR - NEW BUSINESS

E) Announcement of Selection of Fire Commission Secretary

Note: This item was taken out of sequence

Acting President Roff commented that there is one subject tonight that he thought we could all achieve unanimity and it has to do with the dedication, and devotion to this Department and to the City, it has to do with pride in the Department and service to the people of San Francisco. It has to do with upholding the highest standards of professionalism and advancing the ideals of the San Francisco Fire Department and of public service. Of course, he was talking about Ray Connors whose last Commission meeting is tonight. As the applause indicates you have been a champion and super advocate for the fire department and somebody whom I have known for many, many years. We will miss you enormously. We wish you the best as we do your successor, Ms. Tania Bauer, who herself is an exemplary and respected veteran of City government, who joins us after service in another of the City's Commission - the Commission on Aging.

On April 8, the Fire Commission held a closed session to interview and consider specified candidates for the position of Fire Commission Secretary. The closed session discussions were not revealed at that time. However, following reference checks, and in accord with prior instructions from the Commission at that meeting - he was very pleased to announce Ms. Bauer's selection as the new Commission Secretary.

Tania will be joining us on May 10, 1999. Her background ideally suits her for the challenges ahead. She has been Secretary to the Commission on Aging for five and a half years. She is a graduate of San Francisco State in Industrial Design and a Master's in Business Administration and Communications is in progress. She is a resident of San Francisco and active in a number of community activities.

Acting President Roff, on behalf of his colleagues, welcomed Ms. Bauer to the department.

Mr. Connors asked for an opportunity to respond briefly. Referencing the members of the Commission, Chief Demmons, Senior Staff, Officers and Members of the San Francisco Fire Department and guests. He thanked everyone for that warm reception. He really appreciated it. He noted he had to go through this on two more occasions so he didn't want to expend all his emotional assets before he totally breaks down. It has been 35 wonderful years and he loves the Department. Thank you.

Commissioner Soulis commented that he owed Ray Connors special thanks because he had to train me twice and he is still working on it.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment

Acting President Roff reminded the speakers to address their remarks to the chair of the Commission so, if required, they can be directed to the appropriate person.

Mr. Jim Rudman, one of the attorneys representing Captain Peter Roybal, stated that for the last nine years Captain Roybal has been seeking appointment to Battalion Chief, a position for which he is clearly qualified and for which he has asked to fill on an acting basis on many, many occasions. As you also know, Captain Roybal has challenged the repeated promotion denials, has filed charges with the City's Department of Human Resources and the State's Department of Fair Employment and Housing. He was addressing the Commission this evening to make them aware of the concerns previously expressed here regarding the promotion practices of the Department and specifically regarding further retaliation against Captain Roybal. Captain Roybal has unfortunately been realized in that not only is Captain Roybal again being passed over for promotion to Battalion Chief, that Chief Demmons has advised Captain Roybal in writing the Department will not promote Captain Roybal while his discrimination charges are pending. This unlawful and retaliatory position has unfortunately forced Captain Roybal to initiate a new charge against Chief Demmons and the fire department and we thought the Commission should be made aware of the department's latest retaliatory actions against Captain Roybal. Thank you.

John Hanley, President, Local 798, began by thanking Ray Connors for what he has done for the men and women of the San Francisco Fire Department - you return the calls, information is always on target, and you are a credit to the fire department ... You have done one heck of a job. If every civil servant was like you ... that is a wish. Thank you very much. It has been a pleasure working with you.

Today, the Union met with the administration and based on information received by the Union and by Civil Service we are going to withdraw our lawsuit regarding the H20 Lieutenant's list. He thanked his brother and sister firefighters for appearing here tonight. The reason the Union was pursuing the lawsuit was not because of Prop 209, it was because we interpreted, and Civil Service had told us it was the rule of three scores. We got information from Civil Service that was wrong. The administration realized that and they made appropriate amends to compensate for that, but there is a lot of talk going on in the firehouses ... This Union never endorsed Prop 209. It was not about that. It was about fighting for Civil Service and rules. Unfortunately, as big as the City is the information didn't get properly processed. We thank the administration, and congratulations to those who were notified today by teletype.

The second issue is that the firefighters who are here tonight are also concerned about the fire, the fourth alarm in the Sunset. We don't want to point fingers. That's not what we are about. We are about a learning process. When the investigation is completed we would appreciate that the full investigation be

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

distributed to all of the firehouses, that we have a company drill, and what exactly happened - the pros and cons. This isn't about pointing fingers it is about saving lives and keeping us out of body bags ... We must learn from our mistakes. Any fire will have a mistake, and that is why we have drills. We want to learn what happened here and what can we do to prevent it from ever happening again ... Through the chair, Mr. Hanley asked Chief Demmons if the immediate release of the investigation report to all firehouses would be possible.

Chief Demmons commented that it is part of our plan, not only for that fire, but for all fires. As you know, oftentimes there is an investigation sometimes we have a greater liability in terms of how we critique it. We definitely want to always move forward in how we insure safety. Mr. Hanley and I talked, and the very next day he spoke with the Deputy Chiefs and the Chiefs in charge have already undertaken that task. Also, the Health and Safety Committee is looking into it. As we know the wall in the foyer contains almost 150 names of brave firefighters who gave their lives in the service to the City. We don't want to add to that. Under the leadership of Fire Marshal Taylor we have undertaken a program to address the number of residential hotel fires ... Not only are we concerned about the safety of our members but ... When he arrives on the scene that is the biggest thing he is concerned about. He has been criticized for pulling firefighters out of fires after all the civilians have been evacuated, even though the firefighters wish to remain in the building. We do that because we are concerned about their safety, not only for them but for the citizens.

Mr. Hanley briefly commented from a Dallas City Manager's study on firefighter injuries. It has to do with reduced staffing. "Increased risk to the firefighters when aggressive procedures are undertaken without the support necessary to complete them safely." In San Francisco, we have one and three engine companies. When we reduced the staffing, for whatever reason, to one and two, the individuals still anticipate that there are three firefighters, and they are getting injured and they are not doing the job they could have because of the reduced staffing. "Increased psychological stress on firefighters as they try to compensate for the lower staffing, and accumulated effect created by combined delays and loss functions on the part of each crew resulted in an even greater loss of overall effectiveness." This all has to do with staffing. It is a known fact that when you drop an urban fire department engine below one and three it is a risk. The risks increase on injuries, as well.

Acting President Roff said that rather than speculating ... He understands how important staffing is. He was at the fire on Ninth Avenue, and he underscores the need for a thorough review. Let's wait for the final report.

Mr. Hanley said he wasn't pointing fingers, but what he wants is the report so we can digest it and prevent it from happening again. He asked that we get the Rapid Intervention Team (RIT) in order. Let's get the paper work, the General Order. What do these people carry? Is it the first Truck or first Engine ...

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

It is a national standard and we would like to see it in San Francisco. We all anticipate this coming November when every Engine and Truck will be equipped with a fully functioning radio system.

Ms. Barbara Thomson stated that she was here tonight to give thanks and commend the members of the fire department who responded to an incident on her street. Within three minutes of the call the fire department responded. Incident Commander was Division 3, T/Assistant Chief David Frisella, Chief's Aide Joseph Morrison, Battalion 6 -Battalion Chief Scott Peoples, Engines 32, 11 and 26, Rescue 2, Trucks 11, 7 and Medic 43. She will be forwarding a packet of letters to the Commission from the residents of her street. We are very active and very thankful because 10 years ago we had a fire that went to four alarms. Clearly, there was experienced leadership in the response and a very diversified work force.

Firefighter John Darmanin, speaking as a private citizen with comments for himself, and later on some comments that he wished to express on behalf of his wife.

Before that he wished to echo his thanks to Commission Secretary Ray Connors. You have personally helped me quite a bit in the last several years where he had the need for information ... Without question you have been the anchor that everyone has needed going through all of the ordeals of dealing with department problems.

First of all, he thanked the Fire Commission for listening to the emotionally charged voices at the last Commission meeting regarding the promotions that were announced on the day of the last Commission meeting. You heard a lot of frustration in those words. Ironically, today the teletype came out again with some better news - with members being hired in rank order. He thought it addressed a wrong that needed to be righted. He appreciated the Commission for listening. Whether or not the Commission had some input in making that happen he thought was irrelevant, but he thought he knew where the Commissioners' hearts were, and he appreciates them listening. He spoke to a lot of firefighters since then who have mixed feelings about coming here tonight before it was announced that promotions were handed out in rank order. They had mixed feelings because of the fear of being marked; the fear of retaliation. Unfortunately, that is real in this department ... But luckily there are a lot of firefighters who did speak their mind and feelings at the last meeting. He encourages other firefighters to speak their opinions at these meetings because one thing has been evident that the Fire Commission to their credit has allowed speakers to appear and - as evidenced by past practice - you have heard their comments in the right frame of mind. It has helped a lot knowing that you are listening to their complaints and sometimes, their opinions.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

The last thing he wanted to speak about was an issue he wanted to address on behalf of his wife because she was uncomfortable coming here tonight. We are really concerned about the process on compensation. There is a matter before the administration regarding compensation for myself on overtime that was submitted. The matter is, he believed, in limbo right now because this administration has refused to speak to the previous administration, namely Deputy Chief Olson. He didn't understand why this administration refused to speak to Deputy Chief Olson. He encouraged the Fire Commission to contact the fire chief either tonight or some future date and get more information on this issue. We are talking about quite a bit of overtime hours that he was ordered to work. He submitted his request for compensation in a timely manner, as instructed by the former administration, and this administration now refuses to compensate him for that overtime. He didn't think it was right. He didn't think that the basis of a denial without explanation is adequate, and he and others who are ordered to work overtime deserve due process when it comes to compensation. This matter has been going on since 1997, when he submitted his first request to this administration. He is tired of it. He wasn't planning on speaking on this issue tonight but his wife asked him to bring it to the Commission's attention. He would appreciate a response from this Fire Commission. Unfortunately, he hasn't received any response from this Fire Commission in the past regarding his specific questions on these issues. He would really appreciate some comment, some explanation from the Fire Commission if it were not forthcoming from this administration. If you require copies of those reports and he is given permission he will supply the Commission with them. Thank you.

Firefighter Paula Gamick congratulated Ray Connors on his retirement and thanked him for the dedication and service. She supported what President John Hanley (Local 798) said about full disclosure on the fourth alarm at 9th Avenue so we can learn from the situation that brought about probably the highest number, or at least close to the highest number of injuries in the history of the fire department. Her records go back 20 years. It was really a high number and that causes great alarm for her. If we can have full disclosure, have some drills; find out what happened, what could we learn from this. She knew of a lot of other cities that do this. When they have had a disaster, they did everything wrong, they put it out there. This is how we learn so we don't do it again.

Firefighter Gamick requested and received permission to read into the record, the following letter from Firefighter Romelia Scott, as a private citizen.

Firefighter Romelia Scott

I am a native San Franciscan and a resident as well as being a nine-year employee of the San Francisco Fire Department. It is a great honor for me to be a San Francisco firefighter and I respect so many people in this room.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

I respectfully request that the current H20 Lieutenant list, which is due to expire in two weeks, be extended for a minimum of one year, if not two more years.

With no officer cadet program in place the H20 eligibility list should be extended until such a program can be implemented. This will help to preserve a high standard of excellence and safety for all of our firefighters.

Many of the firefighters on the list have been doing the Lieutenant's job for the past several years without being promoted. Let us respect their experience and hard work by keeping the list alive.

The H20 Lieutenant list represents what the Fire Department has been working toward for years and I don't believe that promotions should be left to arbitrary decisions by one person, no matter who it is.

The H20 Lieutenant list is compiled as a result of intensive testing which costs hundred of thousands of dollars. I am not on the H20 Lieutenant list but the issue is important to me. It represents a diverse group of firefighters who worked hard and studied diligently. The list should be extended.

It is important to me that my bosses achieve their position by their own work and determination. I believe it is an essential and correct way to work toward a promotion.

The firefighters on the list are there based on knowledge and experience of fire fighting rather than a random decision by any one person without any established criteria.

Until we are able to have another mechanism in place for promotions we need to respect the testing process and keep this list alive for the interim.

I feel it breaks down the cohesiveness of the Fire Department to continually change the means of promoting individuals. Let's not lose any of the ground we have gained in making hiring and promotions available and reachable for all of us.

It is of paramount importance that this list is extended. The San Francisco firefighters, the City and the citizens of San Francisco deserve this.

Thank you for your time and consideration.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Chief Demmons stated that he wanted to make sure that inaccurate statements don't get out. Sometimes people do research they don't do an adequate job and facts get misquoted. One of the things in the history in this department for the last several years, things like smoke inhalation is never recorded as an injury. With the merger of the EMS and the number of paramedics we have on the scene now ... He recalled that a lot of firefighters refused to go. We are doing a better job of treating even the slightest injuries. Obviously, we don't want any injuries but to try to compare the fire last week with the number of injuries in any other time is almost impossible because a lot of those injuries weren't recorded, and we are doing a better job of recording injuries. Since the merger we have a triage system. Firefighter Gamick thanked the Chief for the clarification.

Firefighter Patrick Skain, Engine 42 and resident of San Francisco, congratulated and thanked Ray Connors for his years of dedication. He thanked the Union for making every effort possible to increase the number of appointments on the current Lieutenant's list. He thanked the Union for engaging that political process (taped turned) ... He wanted to follow up on comments made last week and one question remains unanswered that was raised repetitively at the last meeting and that was: "What were the criteria for making these appointments?" Despite the additional appointments we still don't know what the Chief's criteria were for selection. He was the next eligible, he is not complaining, he believes the Union did everything it could, and he supports the decision not to pursue the lawsuit. There is himself and individuals behind him who have been passed over. It is incumbent on this Commission to answer the questions as to why. It is not good enough to simply fall back on the PQFs. What is in the folder that made one individual more qualified than another. We are not under the Consent Decree. It is only fair and just that comments be made either by the Chief or Commission with regards to why these appointments were made. This whole thing has been going on for years. He remembers back in 1978, the Lieutenant's list, when Chief Bob Demmons then tried to secure an injunction and take action against the list based on discrimination. It was the only time Chief Demmons had to testify under oath and be subject to cross-examination in front of Judge Michaels, Administrative Law Judge. At that time he was asked four questions that are relevant to tonight. "Did you have a chance to participate in the informal study classes taking place in the fire department prior to the examination?" He replied yes, he was at Station 7. He had to opportunity but not the time. "Was all the study material available to you?" Acting President Roff inquired about the relevancy of these questions. Firefighter Skain said that Chief Demmons' answer to the second question was yes. "Did you read all the material?" His answer was no. This stopped the court and basically caused them to lose that case, and subsequently have to move ahead. At that point Mr. Demmons was asking why. Today we are asking why. People want to know why. He doesn't want to see today, by allegory, that the current administration turns into the monster it was actually created to slay. He doesn't want to see continue after the Consent Decree with race based hiring practices and race based promotional practices.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

We need to get over that and find out what were the performance evaluation criteria that resulted in these appointments. That is all he wanted to say tonight and he thanked the Commission for its consideration.

Acting President Roff couldn't believe that he (Firefighter Skain) thought the just announced promotions were race based ... Firefighter Skain said that with clarification he could be assured of that, Commissioner.

Chief Demmons for the record said that what Firefighter Skain quoted, as his (Chief Demmons') remarks were a misrepresentation of the facts. What he said is not true.

Firefighter Skain said it was part of the court record and he would invite any Commissioner to ... Chief Demmons said that for the record he did pass the test he was talking about, and he did not work at Station 7.

Ms. Barbara Thomson stated that as a constant reader of the minutes she felt we had to close the meeting with her comments about Ray Connors. Her son encouraged her to get up here and speak but she didn't know she could do it without tears. You are a gentleman and scholar. You have been an absolute, consummate professional. It is said to see you go, and so exciting to see you go into all the fun things you have planned for retirement. You deserve it all.

Acting President Roff referenced a point raised by one of the previous speakers. Certainly, the Commission welcomes constructive comment from the audience, members of the Department and the public in general. It is helpful to the Department. He said that the rank and file of Local 798 is well represented. In the past he had opportunities to work with some of the prior leadership of Local 798, and recently with Mr. Hanley. He finds him not only a forceful advocate, but also very responsible, very fair and very straightforward in his communications. He thanked Mr. Hanley for that. He has come to respect his abilities.

Frank Kelly, Secretary, Local 798, thanked and congratulated Ray Connors.

He was here to speak about provisional appointments and criteria. This afternoon during a meeting at headquarters he brought this subject up with Chief Demmons and Deputy Chief Gamble, and inquired if there was any job description in the fire department today that had any criteria-based minimum qualifications. Off hand they didn't know of any. He knew there were some so he found General Order 95 A-63 for the H6 Investigator classification. This is the kind of thing we are looking for. So, it is already in place in the fire department. It has been there for five years, almost. What kind of criteria can we have for Lieutenant or Captain. There is something in place. It is not complete but we would like to see something like this for all positions so that the people do know why. They don't have to get up here and ask. Some of the minimum

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

qualifications in this General Order are certain classes: Fire Investigation 1A, 1B, POST Certificate Penal Code 832. These are classes that the people can take and advance themselves. It would not only help the fire department but the person who has to make the decision, and give a clearer choice. He hopes that this stays in the fire department for the H6 Investigator and he hopes we can advance this to other classifications.

Chief Demmons for informational purposes stated that the Career Development Binder discusses all ranks and all positions ... Mr. Kelly said that the general order was specific to the H6 job and he thought it would behoove us to make specifics for other appointments also.

Acting President Roff thanked Ray Connors, again.

There being no further business to come before the Commission, the meeting was adjourned at 6:50 p.m.

Raymond G. Connors
Secretary

2/99

JOURNAL OF PROCEEDINGS(MINUTES)FIRE COMMISSION

Regular Meeting - Thursday - May 13, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

DOCUMENTS DEPT.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer

Vice President Hadley R. Roff

Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca

MAY 25 1999

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Commissioner Ted N. Soulis was excused for business reasons.

Harold E. Gamble
Patrick W. White

Acting Chief of Department
Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Ray Balzarini
Joanne Hayes-White

- Division of Airports
- Support Services

Chief Officer - Staff:

Richard C. Shortall

- Emergency Medical Services

Chief Officers - Firefighting Services:

Paul J. Tabacco
Robert G. Boudoures
Arthur W. Kenney

- Division 1 (Acting)
- Division 2 (Acting)
- Division 3

2. Approval of the minutes of the Regular Meeting of April 22, 1999.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "L") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirement

Communication received from Retirement Board indicating the following member has retired:

	<u>Retirement Date</u>
Fuller, Robert B. 5215 Fire Protection Engr. Service	Apr. 03, 1999
(Note: Retirement Certificate will be presented at Fire Commission meeting of June 24, 1999)	

B) Monthly Report - Training

Submitting monthly report from Division of Training for April, 1999.

C) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during March, 1999.

D) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MAY 5, 1999

H2 Firefighter

Bruce D. Martin

3. CONSENT CALENDAR

E) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MAY 6, 1999

1450 Executive Secretary I

Carol A. Lindgren

F) Resignation

Submitting resignation of 5215 Fire Protection Engineer Kenneth J. Long, effective close of business March 29, 1999.

(Resigned with satisfactory services.

Approximate length of service - 18-1/2 years.)

G) Termination

Reporting termination of Steve I. Van Dyke, 7230 Fire Department Water System Supervisor I, effective close of business April 6, 1999. (Misconduct)

H) Leave of Absence

Submitting request for leave of absence with pay for Assistant Deputy Chief Kevin D. Taylor, Bureau of Fire Prevention, for five days, May 24 through May 28, 1999, in order to attend a training class entitled "Executive Development Institute", presented by the International Association of Black Professional Firefighters, at Dillard University, New Orleans, Louisiana. All expenses will be incurred by Assistant Deputy Chief Taylor. He will not be replaced.

3. CONSENT CALENDAR

1) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

Accident No. _____	Date _____	Serial No. _____	Category	Recommendation
Battalion 5 Off: T/BC Michael Nolan; Drv: C/A Allan Paul	03-10-99	914	A	File
Cause: Misjudged clearance - Batt. 5, while exiting fire station, grazed the spindle of a fire hydrant located in front of the station				
Medic 1 Drv: FF/PM Darren Bortmas	03-11-99	732	C	File
Cause: Backing up - Medic 1, while responding to an incident and backing up to go around stalled traffic, was hit by a vehicle attempting to pass				
Medic 7 Drv: FR Paramedic Thomas VanDerRee	03-12-99	734	B	Bill
Cause: Medic 7 was returning to quarters when a van suddenly changed lanes and struck Medic 7				
Engine 36 Off: Lt. George Ohlson; Drv: FF Matthew Scola	03-12-99	514	C	File
Cause: Eng 36, while changing lanes, struck a vehicle in Eng 36's blind spot				
Truck 3 Off: Capt. Anthony Avalos; Drv: FF Larry Zammarchi; Tlr: FF Jeffrey Malone	03-15-99	615	B	Bill
Cause: Trk 3, while parked at an incident, was struck by a Muni bus				
Res. Amb. 3 Drv: FF Attica Bowden	03-16-99	719	A	File
Cause: Res. Amb. 3, while backing into Kaiser Hospital Emergency receiving area, brushed against the wall				

3. CONSENT CALENDAR

I) Accidents (Continued)

Engine 1 98-9-176 03-18-99 513 A File
Off: Lt. Bernie Wangara; Drv: FF John Rocco

Cause: Eng 1, while backing into quarters, struck a parked car; guides were posted but driver did not hear warnings to stop

Engine 13 98-9-177 03-20-99 524 C File
Off: T/Lt. Leslie Mulhair; Drv: FF Larry Deen

Cause: Eng 13 was responding to an incident and turning left when it grazed a vehicle

Medic 5 98-9-178 03-21-99 716 A File
Drv: FR Paramedic Robert Payne

Cause: Misjudged clearance - Medic 5, while pulling away from Station 6, grazed the spindle of the fire hydrant

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

J) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for March, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
Michael Chickey	\$2,160.75/\$1,771.98	98-9-111 (C) ResAmb.6	12-05-98
David Brown	660.75/ 666.75	98-9-128 (B) Eng. 23	01-11-99
Anna So Kwan	1,940.00/ 870.00	property damage	06-02-98
Salina Suen	2,500.00/ 1,500.00	property damage	10-14-98
Linda Gray	1,010.59	property damage	01-14-99

K) Physician's Report

Submitting biweekly report of Fire Department
Physician concerning disability injuries,
April 3 through April 16, 1999.

L) Temporary Appointments

Reporting having made 334 temporary appointments
April 3 through April 16, 1999.

Commissioner Roeca moved and Vice President Roff seconded.
There were no questions or discussion and Items "A" through "L"
on the Consent Calendar were approved or ordered filed as
appropriate.

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

Report having made 334 temporary appointments during Payroll Period April 3 through April 16, 1999.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	1	04/16/99
BARBANO MARK J	0040	0050	1	04/03/99
BOUDOURES ROBERT G	0040	0050	8	04/04/99
BRACCO RICHARD D	0040	0050	7	04/03/99
CARDINALE FRANK T	0040	0050	2	04/14/99
FERRY JAMES C	0040	0050	2	04/15/99
FERRY JAMES C	0040	0050	2	04/16/99
FERRY JAMES C	0040	0050	2	04/09/99
FRISELLA DAVID A	0040	0050	2	04/03/99
FRISELLA DAVID A	0040	0050	2	04/12/99
FRISELLA DAVID A	0040	0050	4	04/06/99
JONES PAUL	0040	0050	1	04/16/99
MALONEY GEORGE W	0040	0050	2	04/03/99
TRACEY JAMES M	0040	0050	2	04/06/99
TREANOR FRANK R	0040	0050	2	04/10/99
HSIEH ARTHUR	0033	0043	8	04/05/99
BONNEL MICHAEL W	0030	0040	2	04/05/99
CAREY WILLIAM G	0030	0040	2	04/14/99
CAREY WILLIAM G	0030	0040	2	04/11/99
CAREY WILLIAM G	0030	0040	2	04/08/99
CAREY WILLIAM G	0030	0040	1	04/03/99
CARLOMAGNO JOSEPH	0030	0040	2	04/08/99
MASSETANI GARY	0030	0040	9	04/05/99
MCLAUGHLIN PATRICK	0030	0040	1	04/03/99
NOLAN MICHAEL J	0030	0040	2	04/06/99
ODONNELL EDWARD JR	0030	0040	3	04/13/99
PEEFF JOHN T	0030	0040	2	04/06/99
PEEFF JOHN T	0030	0040	2	04/03/99
ROYBAL PETER D	0030	0040	2	04/11/99
ROYBAL PETER D	0030	0040	3	04/03/99
SERAFINI WILLIAM F	0030	0040	2	04/13/99
SERAFINI WILLIAM F	0030	0040	2	04/04/99
WILHELM ROGER J	0030	0040	1	04/03/99
FARRIS KENNETH	0030	0039	10	04/05/99
KOCHEVAR RICHARD	0030	0039	5	04/05/99
RYAN THOMAS	0030	0039	10	04/05/99
CHOCKER KEVIN	0001	0033	8	04/05/99
CHRISTY JOHN	0001	0033	2	04/06/99
DAVIS ARTHUR	0001	0033	11	04/03/99

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

JENNER DARREN	0001	0033	8	04/05/99	04/16/99
KUZMA ROBERT	0001	0033	10	04/03/99	04/16/99
ORTIZ SCHULDT GLENN	0020	0033	11	04/05/99	04/16/99
ROBINSON ANTHONY	0020	0033	9	04/04/99	04/16/99
STOREY ERIC	0001	0033	7	04/04/99	04/16/99
TONG SANDY	0001	0033	2	04/14/99	04/15/99
TONG SANDY	0001	0033	1	04/06/99	04/06/99
AHUMADA MICHAEL	0020	0030	6	04/10/99	04/16/99
AHUMADA MICHAEL	0020	0030	2	04/04/99	04/05/99
BARAONA EUGENE A	0020	0030	4	04/10/99	04/14/99
BARAONA EUGENE A	0020	0030	2	04/07/99	04/08/99
BARAONA EUGENE A	0020	0030	2	04/04/99	04/05/99
BARTELS WILLIAM J	0020	0030	4	04/10/99	04/14/99
BONNIE WM SCOTLAND	0020	0030	2	04/15/99	04/16/99
BONNIE WM SCOTLAND	0020	0030	4	04/09/99	04/13/99
BONNIE WM SCOTLAND	0020	0030	2	04/06/99	04/07/99
CARROLL DAVID A	0020	0030	1	04/03/99	04/03/99
CASSIDY STEPHEN H	0020	0030	2	04/13/99	04/14/99
CONNORS JAMES M	0020	0030	2	04/12/99	04/13/99
COYNE JAMES M	0020	0030	2	04/06/99	04/07/99
CUNNIE MICHAEL J	0020	0030	3	04/13/99	04/16/99
CUNNIE MICHAEL J	0020	0030	2	04/10/99	04/11/99
CUNNIE MICHAEL J	0020	0030	2	04/04/99	04/05/99
DITO AUSTIN M	0020	0030	2	04/11/99	04/12/99
ERLER RUDOLPH L	0020	0030	2	04/13/99	04/14/99
FORBES JOHN J III	0020	0030	1	04/03/99	04/03/99
FRANKLIN DAVID	0020	0030	10	04/05/99	04/16/99
FREDIANI DONALD L	0020	0030	2	04/15/99	04/16/99
FREDIANI DONALD L	0020	0030	2	04/12/99	04/13/99
FREDIANI DONALD L	0020	0030	2	04/09/99	04/10/99
FREDIANI DONALD L	0020	0030	2	04/06/99	04/07/99
FREDIANI DONALD L	0020	0030	2	04/03/99	04/04/99
FREDIANI DONALD L	0020	0030	2	04/13/99	04/14/99
GALLEGOS THOMAS M	0020	0030	2	04/10/99	04/11/99
GALLEGOS THOMAS M	0020	0030	2	04/09/99	04/10/99
GARRY KEVIN J	0020	0030	2	04/06/99	04/07/99
GARRY KEVIN J	0020	0030	2	04/13/99	04/16/99
GUTIERREZ RICHARD	0020	0030	3	04/07/99	04/08/99
GUTIERREZ RICHARD	0020	0030	2	04/04/99	04/05/99
GUTIERREZ RICHARD	0020	0030	2	04/11/99	04/15/99
HANSEN JERRY E	0020	0030	4	04/03/99	04/06/99
HANSEN JERRY E	0020	0030	3	04/03/99	04/04/99
JEBE HENRY H III	0020	0030	2	04/15/99	04/16/99
JONES MICHAEL	0020	0030	2	04/12/99	04/13/99
JONES MICHAEL	0020	0030	2	04/06/99	04/10/99
JONES MICHAEL	0020	0030	4	04/06/99	04/06/99
KELLY THOMAS	0020	0030	2	04/05/99	04/06/99
KHADIR ABDUL	0020	0030	2	04/09/99	04/10/99
KHADIR ABDUL	0020	0030	2	04/06/99	04/07/99

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

LAUER RICHARD L	0020	0030	2	04/09/99	04/10/99
LEE JAMES J	0020	0030	2	04/08/99	04/09/99
LEE JAMES J	0020	0030	2	04/05/99	04/06/99
LEONARD ALLAN J	0020	0030	4	04/11/99	04/15/99
LEONARD ALLAN J	0020	0030	2	04/08/99	04/09/99
LEONARD ALLAN J	0020	0030	1	04/03/99	04/03/99
LIGGINS EDWARD JR	0020	0030	2	04/15/99	04/16/99
LIGGINS EDWARD JR	0020	0030	2	04/03/99	04/04/99
MAY GARY A	0020	0030	1	04/16/99	04/16/99
MAY GARY A	0020	0030	6	04/04/99	04/11/99
MCKEON JOSEPH B	0020	0030	2	04/08/99	04/09/99
MOLINARI ROBERT M	0020	0030	4	04/11/99	04/15/99
MOLINARI ROBERT M	0020	0030	3	04/03/99	04/06/99
MONTAGUE GARY M	0020	0030	2	04/15/99	04/16/99
MONTAGUE GARY M	0020	0030	2	04/12/99	04/13/99
MURRAY THOMAS E	0020	0030	2	04/14/99	04/15/99
MURRAY THOMAS E	0020	0030	3	04/03/99	04/06/99
OLLER ROBERT G	0020	0030	2	04/06/99	04/07/99
OUTLEY JAMES A	0020	0030	2	04/08/99	04/09/99
PINKARD HARRY T	0020	0030	5	04/07/99	04/16/99
PINKARD HARRY T	0020	0030	2	04/04/99	04/05/99
PLESCIA MATTHEW V	0020	0030	2	04/11/99	04/12/99
PLESCIA MATTHEW V	0020	0030	1	04/03/99	04/03/99
RIEMER JAMES G	0020	0030	5	04/10/99	04/16/99
RIEMER JAMES G	0020	0030	2	04/04/99	04/05/99
RIPOLL GEORGE J	0020	0030	1	04/16/99	04/16/99
RIPOLL GEORGE J	0020	0030	4	04/04/99	04/08/99
ROBINSON RICHARD	0020	0030	2	04/05/99	04/06/99
SHERIDAN REID K	0020	0030	2	04/07/99	04/08/99
SMITH STEPHEN C	0020	0030	4	04/08/99	04/12/99
SOULE ANTHONY P	0020	0030	4	04/11/99	04/15/99
SOULE ANTHONY P	0020	0030	2	04/05/99	04/06/99
SUTTER DENNIS J	0020	0030	2	04/09/99	04/10/99
WANGARA BERNNE	0020	0030	2	04/11/99	04/12/99
BANFORD ETHAN	0020	0028	9	04/05/99	04/16/99
CASTELLANOS RUDOLPH	0020	0028	8	04/05/99	04/15/99
DEA EDMUND	0020	0028	10	04/05/99	04/16/99
DRISCOLL JOSEPH	0020	0028	10	04/05/99	04/16/99
FIELDS MONICA	0020	0028	10	04/05/99	04/16/99
HALE REX	0020	0028	9	04/05/99	04/16/99
HIGGINS JOSEPH	0020	0028	10	04/05/99	04/16/99
JONES GREGORY	0020	0028	10	04/05/99	04/16/99
LABRADO RUDOLPH	0020	0028	9	04/05/99	04/15/99
MCGREGOR RAEMONA	0020	0028	9	04/05/99	04/16/99
MULLANEY PATRICK	0020	0028	9	04/05/99	04/16/99
RABBITT BRIAN	0020	0028	4	04/05/99	04/13/99
WILSON JOSEPH	0020	0028	10	04/05/99	04/16/99

3. CONSENT CALENDAR .

L) Temporary Appointments (Continued)

FERRANDO JOHN J	0010	0020	2	04/11/99	04/12/99
FERRANDO JOHN J	0010	0020	2	04/08/99	04/09/99
FERRANDO JOHN J	0010	0020	1	04/03/99	04/03/99
JOHNSON DAVID ALAN	0010	0020	2	04/12/99	04/13/99
JOHNSON DAVID ALAN	0010	0020	4	04/06/99	04/10/99
OWYANG GREGORY	0010	0020	6	04/06/99	04/15/99
SELLIN STEPHEN M	0010	0020	2	04/11/99	04/12/99
SELLIN STEPHEN M	0010	0020	3	04/03/99	04/06/99
VANDERVENNET JOHN	0010	0020	1	04/03/99	04/03/99
BACCIOCCO LOUIS F	0002	0020	5	04/10/99	04/16/99
BACCIOCCO LOUIS F	0002	0020	2	04/04/99	04/05/99
BALMY ALEC MICHAEL	0002	0020	1	04/16/99	04/16/99
BECKERLEY JOHN G	0002	0020	1	04/16/99	04/16/99
BECKERLEY JOHN G	0002	0020	2	04/10/99	04/11/99
BECKERLEY JOHN G	0002	0020	2	04/07/99	04/08/99
BERTOLLO WALTER R	0002	0020	2	04/14/99	04/15/99
BERTOLLO WALTER R	0002	0020	2	04/08/99	04/09/99
BERTOLLO WALTER R	0002	0020	2	04/05/99	04/06/99
BLACKBURN ROBERT G	0002	0020	2	04/03/99	04/04/99
BLAKE JAMES M	0002	0020	2	04/15/99	04/16/99
BLAKE JAMES M	0002	0020	2	04/06/99	04/07/99
BLAKE JAMES M	0002	0020	2	04/03/99	04/04/99
CASTAIN MAURICE	0002	0020	10	04/05/99	04/16/99
CHARLTON MICHAEL B	0002	0020	3	04/13/99	04/16/99
CHARLTON MICHAEL B	0002	0020	6	04/04/99	04/11/99
CHU EDWARD Y	0002	0020	2	04/13/99	04/14/99
CHU EDWARD Y	0002	0020	2	04/04/99	04/05/99
COFFEY STEPHEN P	0002	0020	2	04/15/99	04/16/99
COFFEY STEPHEN P	0002	0020	2	04/12/99	04/13/99
COFFEY STEPHEN P	0002	0020	4	04/06/99	04/10/99
COTTON RICHARD	0002	0020	1	04/16/99	04/16/99
COTTRELL PETER	0002	0020	7	04/04/99	04/16/99
CRAWFORD PAUL CARL	0002	0020	2	04/11/99	04/12/99
CRISPEN DEAN MATHEW	0002	0020	2	04/11/99	04/12/99
CRISPEN DEAN MATHEW	0002	0020	1	04/03/99	04/03/99
CUNNANE JAMES P	0002	0020	3	04/03/99	04/06/99
DILUZIO JOHN A	0002	0020	2	04/14/99	04/15/99
DILUZIO JOHN A	0002	0020	2	04/11/99	04/12/99
DILUZIO JOHN A	0002	0020	2	04/08/99	04/09/99
DILUZIO JOHN A	0002	0020	2	04/05/99	04/06/99
DONNELLY RAYMOND J	0002	0020	2	04/12/99	04/13/99
DONNELLY RAYMOND J	0002	0020	2	04/06/99	04/07/99
DUNN GERALD R	0002	0020	4	04/12/99	04/16/99
DUNN GERALD R	0002	0020	2	04/09/99	04/10/99
DUNN GERALD R	0002	0020	2	04/06/99	04/07/99
GALLAGHER PETER J	0002	0020	2	04/09/99	04/10/99
GIBSON BERNARD D	0002	0020	2	04/08/99	04/09/99

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

GISSLER JACK A	0002	0020	1	04/16/99	04/16/99
GISSLER JACK A	0002	0020	2	04/10/99	04/11/99
GISSLER JACK A	0002	0020	2	04/07/99	04/08/99
GISSLER JACK A	0002	0020	2	04/04/99	04/05/99
GOGGIN DONALD JAMES	0002	0020	2	04/11/99	04/12/99
GOGGIN DONALD JAMES	0002	0020	1	04/03/99	04/03/99
GRIMESEY PATRICK E	0002	0020	2	04/13/99	04/14/99
GRIMESEY PATRICK E	0002	0020	2	04/10/99	04/11/99
HANLEY JOHN F	0002	0020	8	04/04/99	04/14/99
HILL STEVEN H	0002	0020	2	04/06/99	04/07/99
HILL STEVEN H	0002	0020	2	04/03/99	04/04/99
HOGAN WILLIAM D	0002	0020	2	04/13/99	04/14/99
HOGAN WILLIAM D	0002	0020	2	04/04/99	04/05/99
HURTADO VICTOR GABRIEL	0002	0020	2	04/09/99	04/10/99
HURTADO VICTOR GABRIEL	0002	0020	2	04/06/99	04/07/99
HURTADO VICTOR GABRIEL	0002	0020	2	04/03/99	04/04/99
JONES KENNETH R	0002	0020	2	04/14/99	04/15/99
JONES KENNETH R	0002	0020	2	04/08/99	04/09/99
JONES KENNETH R	0002	0020	3	04/03/99	04/06/99
KANE MARK E	0002	0020	5	04/03/99	04/12/99
KANNISTO RICHARD A	0002	0020	4	04/06/99	04/10/99
KING JOSEPH L	0002	0020	2	04/12/99	04/13/99
KING JOSEPH L	0002	0020	2	04/09/99	04/10/99
KING JOSEPH L	0002	0020	2	04/03/99	04/04/99
KNIGHT ROHAN	0002	0020	1	04/15/99	04/15/99
KNIGHT ROHAN	0002	0020	2	04/12/99	04/13/99
KNIGHT ROHAN	0002	0020	2	04/09/99	04/10/99
KNIGHT ROHAN	0002	0020	2	04/06/99	04/07/99
KOENIG WILLIAM G	0002	0020	3	04/13/99	04/16/99
KOENIG WILLIAM G	0002	0020	2	04/10/99	04/11/99
KOENIG WILLIAM G	0002	0020	4	04/04/99	04/08/99
LAU KERBY	0002	0020	3	04/12/99	04/15/99
LAU KERBY	0002	0020	2	04/09/99	04/10/99
LAU KERBY	0002	0020	2	04/03/99	04/04/99
LOMBARDI KENNETH A	0002	0020	1	04/03/99	04/03/99
MATEIK ROBERT STEPHEN	0002	0020	8	04/03/99	04/16/99
MCHUGH PAUL M	0002	0020	2	04/15/99	04/16/99
MCHUGH PAUL M	0002	0020	2	04/12/99	04/13/99
MCHUGH PAUL M	0002	0020	2	04/09/99	04/10/99
MCHUGH PAUL M	0002	0020	2	04/06/99	04/07/99
MCHUGH PAUL M	0002	0020	2	04/03/99	04/04/99
MIELKE ROBERT T	0002	0020	2	04/09/99	04/10/99
MULHAIR LESLIE K	0002	0020	3	04/13/99	04/16/99
MULHAIR LESLIE K	0002	0020	4	04/07/99	04/11/99
NAVARRET BRUCE A	0002	0020	2	04/12/99	04/13/99
NAVARRET BRUCE A	0002	0020	2	04/06/99	04/07/99
OLEARY MICHAEL E	0002	0020	2	04/11/99	04/12/99
OLEARY MICHAEL E	0002	0020	2	04/08/99	04/09/99
OSHEA JOHN P	0002	0020	2	04/10/99	04/11/99

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

PARENT JOHN C	0002	0020	2	04/13/99	04/14/99
PATT MICHAEL DONALD	0002	0020	3	04/13/99	04/16/99
PATT MICHAEL DONALD	0002	0020	2	04/10/99	04/11/99
PATT MICHAEL DONALD	0002	0020	2	04/07/99	04/08/99
ROMERO SAMUEL NMI	0002	0020	2	04/05/99	04/06/99
RUSSELL DAVID EDWARD	0002	0020	2	04/08/99	04/09/99
RUSSELL DAVID EDWARD	0002	0020	1	04/03/99	04/03/99
SAITZ DAVID CLEMENT	0002	0020	2	04/14/99	04/15/99
SERPA ANTHONY J	0002	0020	2	04/14/99	04/15/99
SERPA ANTHONY J	0002	0020	5	04/03/99	04/09/99
SKAIN PATRICK M	0002	0020	8	04/06/99	04/16/99
SLATTERY RICHARD F	0002	0020	3	04/13/99	04/16/99
SLATTERY RICHARD F	0002	0020	2	04/10/99	04/11/99
SLATTERY RICHARD F	0002	0020	2	04/04/99	04/05/99
STORTI WILLIAM OLIVER	0002	0020	2	04/14/99	04/15/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	04/15/99	04/16/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	04/12/99	04/13/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	04/09/99	04/10/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	04/06/99	04/07/99
SULLIVAN GERALD	0002	0020	6	04/04/99	04/13/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	04/13/99	04/14/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	04/10/99	04/11/99
TURNQUIST ROBERT JEFFREY	0002	0020	2	04/11/99	04/12/99
TURNQUIST ROBERT JEFFREY	0002	0020	2	04/08/99	04/09/99
UGRIN LEAL	0002	0020	2	04/03/99	04/04/99
WINSLOW ROBERT EDWARD	0002	0020	1	04/16/99	04/16/99
WONG MIKE JAMES	0002	0020	5	04/10/99	04/16/99
WONG MIKE JAMES	0002	0020	4	04/04/99	04/08/99
WONG SUEON F	0002	0020	3	04/13/99	04/16/99
WONG SUEON F	0002	0020	2	04/07/99	04/08/99
WONG SUEON F	0002	0020	2	04/04/99	04/05/99
WYRSCH VICTOR HERMAN	0002	0020	2	04/14/99	04/15/99
WYRSCH VICTOR HERMAN	0002	0020	4	04/05/99	04/09/99
BIAGINI DANIEL J	0002	0010	7	04/04/99	04/16/99
BIEBER ROBERT	0002	0010	2	04/10/99	04/11/99
BRIGHT DANIAL	0002	0010	2	04/08/99	04/09/99
CARDINALE KATHRYN M C	0002	0010	1	04/16/99	04/16/99
CARDINALE KATHRYN M C	0002	0010	2	04/10/99	04/11/99
CELONA MICHAEL	0002	0010	9	04/09/99	04/16/99
CLELAND JAY M	0002	0010	2	04/08/99	04/09/99
CUFF ROBERT JOSEPH	0002	0010	2	04/03/99	04/04/99
DELLARI GLENN	0002	0010	2	04/04/99	04/05/99
EMMONS CHRISTINE ELYSE	0002	0010	4	04/08/99	04/15/99
FAUSS MICHAEL	0002	0010	1	04/03/99	04/03/99
FITZPATRICK JOSEPH	0002	0010	2	04/11/99	04/12/99
GOGGIN DONALD JAMES	0002	0010	2	04/08/99	04/09/99
GOLDBERG LLOYD C	0002	0010	2	04/07/99	04/08/99
GORDON DAVID	0002	0010	6	04/03/99	04/11/99

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

HARRIS LEONARDO MARTINEZ	0002	0010	1	04/03/99	04/03/99
HOM ALBERT CHEW	0002	0010	2	04/06/99	04/07/99
HORVATH HELEN R	0002	0010	2	04/10/99	04/11/99
JEW LAWRENCE MOON	0002	0010	2	04/09/99	04/10/99
JONES KENNETH L	0002	0010	2	04/11/99	04/12/99
JONES KENNETH L	0002	0010	2	04/05/99	04/06/99
JONES MICKI A	0002	0010	4	04/12/99	04/16/99
JONES MICKI A	0002	0010	2	04/09/99	04/10/99
JONES MICKI A	0002	0010	2	04/06/99	04/07/99
KARAWANNY GEORGE	0002	0010	4	04/11/99	04/15/99
KERR KAREN E	0002	0010	2	04/04/99	04/05/99
LABRADO EDWARD	0002	0010	2	04/15/99	04/16/99
LABRADO EDWARD	0002	0010	2	04/06/99	04/07/99
LAU RONALD TSUN KIT	0002	0010	2	04/03/99	04/04/99
LINNEY WILLIAM E	0002	0010	2	04/13/99	04/14/99
ONEILL DENNIS WILLIAM	0002	0010	1	04/03/99	04/03/99
PAIGE JOEL BARRY	0002	0010	2	04/05/99	04/06/99
PAMPANIN VINCENT	0002	0010	1	04/16/99	04/16/99
PAMPANIN VINCENT	0002	0010	4	04/04/99	04/08/99
STEVENSON AARON C JR	0002	0010	2	04/07/99	04/08/99
THOMPSON LENETTE B	0002	0010	2	04/14/99	04/15/99
VERANT ROGER	0002	0010	7	04/04/99	04/16/99
WU ALLEN SUNNY	0002	0010	4	04/05/99	04/09/99
YATES JANICE JOYCE	0002	0010	2	04/03/99	04/04/99
YEE JIMMY W	0002	0010	2	04/03/99	04/04/99
ZACZEK CHRISTOPHER	0002	0010	2	04/12/99	04/13/99
GIACALONE STEPHEN VINCENT	0002	0001	6	04/04/99	04/11/99
MCCLARAN STEFANA	0002	0001	7	04/03/99	04/15/99
WRIGHT LAWRENCE	0006	0024	8	04/05/99	04/16/99
MCGUINN MARTY	0002	0006	8	04/03/99	04/15/99
SCANNELL JOSEPH	0002	0006	9	04/03/99	04/15/99
THOMAS JENNIFER	0010	0006	9	04/04/99	04/16/99
VEGA PAUL	0010	0006	8	04/03/99	04/13/99
COFRESI ARTHUR	0022	0032	7	04/06/99	04/16/99
LI ERNEST	0022	0032	7	04/05/99	04/15/99
SUDANO JOHN	0022	0032	8	04/06/99	04/16/98
BRAIDA MICHAEL	0004	0022	8	04/06/99	04/16/99
CORDES THOMAS	0004	0022	8	04/05/99	04/16/99
CUTONE ROBERT	0004	0022	5	04/07/99	04/15/99
GRAFF JOSEPH	0004	0022	7	04/07/99	04/16/99
SCHEMBRI PETER	0006	0022	8	04/05/99	04/16/99

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

ARD GERALD	0002	0004	8	04/05/99	04/16/99
ESTABEZ MICHAEL	0002	0004	7	04/05/99	04/16/99
GATES PRISCILLA	0002	0004	1	04/16/99	04/16/99
GUITRON BRUCE	0002	0004	7	04/05/99	04/16/99
HONG CLIFTON	0002	0004	7	04/05/99	04/14/99
PIOMBO JOHN	0002	0004	7	04/06/99	04/15/99
ZARI GERALD	0002	0004	7	04/06/99	04/15/99

DISABILITY PAY

MILES WILLIAM	0040	0050	14	04/03/99	04/16/99
MORAN MICHAEL	0040	0050	14	04/03/99	04/16/99

RONAN JOHN	0030	0040	14	04/03/99	04/16/99
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CEREGHINO KENNETH	0022	0032	14	04/03/99	04/16/99
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BRODIE KENNETH	0020	0030	14	04/03/99	04/16/99
COBO MATIAS	0020	0030	14	04/03/99	04/16/99
GARCIA GEORGE	0020	0030	14	04/03/99	04/16/99
HUBBARD FRED	0020	0030	14	04/03/99	04/16/99
KIM ROBERT	0020	0030	14	04/03/99	04/16/99
OCANNOR JAMES	0020	0030	14	04/03/99	04/16/99

CORREA ANTONIO	0004	0022	14	04/03/99	04/16/99
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CANADA JOHN	0002	0020	11	04/06/99	04/16/99
HOY CARLOS	0002	0020	14	04/03/99	04/16/99
HUPKE KENNETH	0002	0020	14	04/03/99	04/16/99
JACKSON ROBERT	0002	0020	14	04/03/99	04/16/99
KNIGHT ROHAN	0002	0020	1	04/16/99	04/16/99
LAU KERBY	0002	0020	1	04/16/99	04/16/99
OWEN KENNETH	0010	0020	14	04/03/99	04/16/99

CARDER MARY	0002	0006	14	04/03/99	04/16/99
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WORKERS COMPENSATION

CERCOS JOHN	0030	0040	14	04/03/99	04/16/99
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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted seven letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

April 14, 1999

Fire Commission
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Commissioners:

I have just completed the Neighborhood Emergency Response Team (NERT) program and wanted to express my appreciation for such an informative program. The Fire Department really did a magnificent job and everyone who attended learned how to act in an emergency. So much of the subjects covered were common-sense answers to problems that I hadn't known could be problems. Our last class was an on-hand experience - how to use the fire extinguisher, turn off the gas, water and electric circuits, etc. Thanks are extended to you for authorizing this program and hope you will keep this program so that more people can learn what I have learned.

Yours truly,

/s/ TAMARA POOLE
1327 - 30th Avenue
San Francisco, CA 94122

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 17, 1999

Firefighter James Onoe, and
Firefighter Victor Wong
Rescue Ambulance 38

On behalf of Ann Rohmes, I would like to thank you for the kindness, sensitivity and respect you showed her in her hour of need.

She is doing well.

With much appreciation.

/s/ DENISE DONALD
259 Eighth Avenue
San Francisco, CA 94118

* * * * *

April 21, 1999

Station 11
SFFD

On April 4 at 5:00 a.m. you responded to a call from 28th Street. Thank you so much for putting out the fire in our house. We deeply appreciate the care you took to minimize the damage to our belongings. We feel lucky that the damage was not more extensive.

Thank you!

/s/ ANNE REGENOTH & JOHN HEFTI
226 - 28th Street
San Francisco, CA 94132

* * * * *

Note: The following four additional
typed letters of commendation are
included as part of Item 4.A)

ROBERT MUSANTE

ATTORNEY AT LAW

1990 NORTH CALIFORNIA BLVD., STE. 830
WALNUT CREEK, CALIFORNIA 94596

TEL (925) 946-9177
FAX (925) 256-7769

April 15, 1999

Captain Elmer Carr
San Francisco Fire Department
1415 Evans Avenue
San Francisco, CA 94124

Re: Boalt Hall Trial Practice

Dear Captain Carr:

I am a Boalt Hall Law School lecturer on the subject of trial practice. During the course of our most recent semester, it was our good fortune to "borrow" Jennifer Thomas, Joseph Scannell (twice!) and Paul Vega as arson experts for our mock trial ("final exam" for my students).

Their generous devotion of time and energy afforded my students the wonderful opportunity to conduct direct and cross examination of a real expert with all the attendant benefits and dangers which expert witnesses present.

Please convey to Jennifer, Joe and Paul our gratitude for their good humor and professionalism. I hope that they improved their testifying skills so that they will be tempted to return themselves and encourage others to do likewise.

Very truly yours,

Robert Musante


ROBERT MUSANTE

RM/bs

cc: Jennifer Thomas
Joseph Scannell
Paul Vega

To: Chief Robert Demmons,
San Francisco Fire Department
698-2nd St.
San Francisco, CA 94107

4/27/99

From: Ron Cabral 
Assistant Principal, Everett Middle School
450 Church St.
San Francisco, CA 94114

This is to commend Truck 6 from Sanchez St. for the assistance they gave our school in getting our old flag pole back in service. Firefighters John Welch, Jim Weese, Keith Almirol and Bob Scheppler came out and raised the ladder. The flag was raised at half mast per the event in Colorado, it was found that the pully needs to be replaced and it needs a new rope. Students Willis J. Wood and Moses Rivas have been trying to get the flag up for weeks but could not as the Pole was defective. This was a good example of Community Support between the Fire Department, SF Police Department, and the SF Schools.

Mr. Robert Demmons
San Francisco Fire Chief
698 2nd Street
San Francisco, California 94107

Dear Mr Demmons

"Thank you for your response to my request to have a firefighter visit our school site. Ann Tam did a wonderful job describing to our preschool children what to do in the event of an emergency. She presented this crucial information in both English and Cantonese. We would like to thank her for her great work - please pass on the enclosed children's drawings to her.

The children learned a lot from Ann. We are still reviewing many of the concepts that she presented with our students. The children were also thrilled to have a close look at the fire engine when it visited that day. Thank you for your support of our safety education month. This visit inspired us to set up a play fire station in our classroom where the children can spontaneously act out the role of the firefighter.

Sincerely,



Michele Ducharme
Teacher

Argonne Child Development Center
750 16th Avenue
San Francisco, California 94118

April 28, 1999

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons,

This is a letter of support for the San Francisco Fire Department's Neighbor Response Team (NERT) training. I have just completed the training and the instructor's involved need to be commended in their effort in being proactive in trying to activate disaster preparedness. The program is truly worth the time and money that has been committed to it and this effort should and must continue for the future.

I live in Marin and work in downtown San Francisco, and I feel at least now I am better prepared if and when the next earthquake comes. I want to be someone that can be of help, and not just be a helpless individual.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Madelene Lees". The signature is written in dark ink and is positioned to the right of the word "Sincerely,".

Ms Madelene Lees
1911 Las Gallinas
San Rafael, CA 94903

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for April, 1999.

- a. There are (2) unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>March</u>	<u>April</u>
Vacation : Annual	20.03	18.83
IDV	7.13	6.37
Compensatory Time	3.68	4.70
Sick Leave	27.81	23.50
Disability	21.39	22.93
Military Leave	.16	.00
Light Duty	6.52	11.47
Other	<u>3.74</u>	<u>2.33</u>
Total	91.68	91.63

- c. The following Work on Days Off (Overtime) were awarded during the month of April:

2	-	H50	Assistant Chiefs, for 24 hours
13	-	H40	Battalion Chiefs, for 24 hours
30	-	H30	Captains , for 24 hours
82	-	H20	Lieutenants , for 24 hours
31	-	H10	Chief's Aides , for 24 hours
4	-	H3	FF/Paramedics , for 24 hours
399	-	H2	Firefighters , for 24 hours
1	-	H32	Captain, BFP , for 10 hours
1	-	H32	Captain, BFP , for 3 hours
1	-	H32	Captain, BFP , for 2 hours
1	-	H22	Lieutenant, BFP , for 6 hours
1	-	H22	Lieutenant, BFP , for 5 hours
1	-	H4	Inspector, BFP , for 4 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

117 - Triple Combination Pumps
63 - Aerial Ladder Trucks
44 - Ambulances
30 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

3 - Triple Combination Pumps
1 - Aerial Ladder Trucks
2 - Ambulances
0 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

1 - Triple Combination Pumps
0 - Aerial Ladder Trucks
0 - Ambulances
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

5 - Triple Combination Pumps
3 - Aerial Ladder Trucks
2 - Ambulances
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Certificate of Commendation

Presentation of Certificate of Commendation to Mortimer Culverwell for his actions at an explosion on 19th Avenue on May 16, 1998.

Secretary Bauer informed the Commission that Mr. Culverwell was unable to attend tonight's meeting. President Fernandez-Pifer directed that the certificate be mailed to Mr. Culverwell.

D) Public Comment

President Fernandez-Pifer requested that speakers address all remarks to the Commission in order that the response may be directed to the appropriate person.

John Hanley, President, Local 798, began by congratulating Tania Bauer as the new Fire Commission Secretary.

Mr. Hanley had a number of issues of concern to the firefighters union that he wanted to bring before the Commission. First, where are we on the status of the report on the fourth alarm fire that happened two to three weeks ago? Acting Chief Gamble responded that the report would be finished in another week. There actually will be two reports - one by the incident commander and the other by people he has designated to provide a health and safety report. Mr. Hanley asked if the reports will be distributed to the firehouses. Acting Chief Gamble responded that they must be first reviewed by the City Attorney, and that neither the Chief nor he had seen the reports yet. After that, a determination will be made regarding their distribution. President Fernandez-Pifer clarified Mr. Hanley's request by asking Acting Chief Gamble if Mr. Hanley will be on the distribution as President of the union. Acting Chief Gamble responded that he will make sure that the department is aware that Mr. Hanley wants a copy. Mr. Hanley asked again if the fact finding issues will be distributed to the firehouses, minimally to the union? Acting Chief Gamble responded that at some point the document will become public and have a wide distribution, including the union.

The second issue is regarding RIT (Rapid Intervention Teams) teams being mandatory at greater alarms? He explained to President Fernandez-Pifer that this subject has been part of a general discussion for some months. Acting Chief Gamble responded that the department has held off issuing a general order so that they may gather more information, and to incorporate the information gathered by representatives from Training and Suppression while they attended a recent conference. He has no exact date of issue for the general order but it should be shortly.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

The third issue concerns a form of a newsletter, *Smoke Eaters Gazette*, which is mailed to the firehouse. This newsletter is filled with filth and the membership is highly upset by it. The union wants this thing expunged and does not want it sent to firehouses since it is disrespectful of firefighters. I would like the oath to be read into the minutes, which every individual takes as a union firefighter in San Francisco ... *I further promise that I will never knowingly wrong a brother or sister, or see him or her wronged, if in my power to prevent it; and that I will endeavor to subordinate every selfish impulse to the task of elevating material, intellectual and moral conditions of the entire labor class ...* What this newsletter has done is brought the fire department backwards; it is not inclusionary and we want to know what the Administration wants to do about it.

President Fernandez-Pifer was unaware of this publication, as were some other Commissioners. She asked Acting Chief Gamble if the department is aware of the publication and whether an inquiry has been made.

Acting Chief Gamble responded that it was an anonymous publication called the *Smoke Eaters Gazette*. The department has received seven, so called, volumes of this document over the past six to eight months. All were referred to the San Francisco Police Department with a police inspector working on this issue. At the time, it was felt that there was no violation of the law and it was considered a free speech issue. Recently, however, the matter has escalated due to someone issuing two memos under my initials directing people to follow the philosophy of the *Smoke Eaters Gazette*. I suspect that someone scanned in my initials and is producing memos that are equally as offensive as the *Gazette* itself. Mr. Hanley has characterized the publications very well. I sent a lengthy memo to the Chief, when we received the seventh volume of this publication, and asked the Chief to have the Commission review the matter. It is important to make a public statement on this matter soon. I also asked the Chief to request that the police department take a very serious look at this, especially since it may now be in the area of mail fraud and signature falsification. I do not know if a crime has been committed but, at least, we should try to find out.

President Fernandez-Pifer wanted to know if it had to be re-referred to the police department. Acting Chief Gamble responded that as each volume was received it was referred to the police department, however, it is not known what they are doing about it or if they can do anything at all.

President Fernandez-Pifer asked if there was a contact person and if it is known whether it has been assigned for investigation. Acting Chief Gamble responded in the affirmative but did not know what progress the police were actually making. He noted that Mr. Hanley is absolutely correct - the publication is highly offensive. It is highly offensive to women, to members of minority groups and to

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

certain individuals who are members of the department and have been targeted in this publication. I myself have been targeted; the Chief has been targeted numerous times as well as others on the command staff. As Mr. Hanley has previously stated, the publication is highly offensive and I am very pleased that Mr. Hanley has publicly spoken out against this publication. Vice President Roff noted that the affirmation of the union against the publication is very important. It is a particularly vile publication and appalling in its race mongering.

Commissioner Roeca recalled that this is not the first time that this issue has come before the Fire Commission. The issue of this publication had previously been brought up by the president of the Black Firefighters Association. Commissioner Roeca thanked Mr. Hanley for bringing this publication to the Commission's attention.

Firefighter Nathaniel Winston. I have been in the department for 22 years and served in the military for four years, honorably. Whatever I had to do, I took pride in my job everywhere; took pride in speaking out when things were not going right; did not care what friends thought - black or white. I came back from disability, in a light duty position, and I am told by an officer, one you promoted in two weeks - you have something going on, something called Gestapo ... This man failed me on the job every week; told me every week that I messed up the Cadet Program that I was involved with; told me that I would be written up; told me that this was coming from downtown. I worked hard to get where I am and nobody is taking it away from me. I respect the upper ranks and I would give my life for this City but I don't appreciate being treated the way I was until they moved me ... I put my heart into everything I do and I won't sit around and see something wrong and not say anything. I was abused and I want something done ... A lot of people are taking abuse from people in higher positions, captains and lieutenants. I am not going to take it. This young man that was my supervisor, spoke with such confidence as if nothing would happen to him about the way he treated me ... yelled at me in front of other people. The Chief of Battalion 5 told me that they will just slap him on the hands ... they will not do anything ... he was so sure of the outcome. I do not like the way I was treated; have been in the department for 22 years; have proven myself. I want something done, at every level. If individuals are just flexing their muscles, that's one thing ... but if you fight me, I'll fight back. I am not taking this from anybody; I want something done about this. If you don't want me in this department - get rid of me.

Mr. Hanley appealed to the Commission for resolution of Brother Winston's frustration with these issues and hoped that they would be addressed in a timely fashion through Acting Chief Gamble.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Lieutenant Thomas Murray, wanted to provide the Commission with background material to support his reason for addressing the Commission. I have been a lieutenant in the Fire Department for 17 years, seven of those years as a training officer - involved in 17 recruit classes. I participated in the production of at least half a dozen training manuals - the Career Track Book also has my name on it. One year as a lieutenant in Communications; one year assigned to the Department of Public Works (DPW), with full salary and benefits paid by DPW, to work on a high pressure extension to the high pressure system and a community education program in support of it. During that time, for four months I also filled the position of captain in Support Services; three years as a NERT instructor, active instructor - I just taught a class this morning; an EEO instructor, an EMT, an active member of the High Rise Committee and Apparatus Committee; state certified fire officer; state certified Level I training officer; state certified for driver training and pump operations. I was an instructor for the Oakland Fire Department for four weeks; am currently involved in teaching at the Berkeley Fire Department; have an AA degree in Fire Science and a BA, University of Sonoma; adjunct instructor for the College of Siskiyou, fire technology program, up near Mt. Shasta. I am also a County of Sonoma Fire Services instructor for volunteer firefighters in the county. I have served as a temporary captain for at least two years since leaving the Division of Training as a training officer; and have been selected as instructor for the Cadet Program that is coming up.

The reason why I bring all this before you, is that there are other officers whose Civil Service rank is that of a lieutenant who are daily serving as temporary captains. Lieutenant Anthony Soule is one of those individuals. My reason for being here tonight is that you are policy making body - it is my assumption that you set the policy for the criteria for the selection process of provisional appointments - lieutenants, captains, chiefs or whatever the rank might be, and that the appointing officer looks at the criteria established by you and makes those appointments from that criteria. The problem that I have, and others in the fire service have, is that we cannot identify the criteria that is being used to make such appointments. I have here a 1997 document by Chief Demmons; I have submitted a PQF that can be measured by the pound. I have just completed a high rise class in Foster City last week; my entire past weekend was involved in an auto extraction advanced class. I am still committed to the fire service but I am frustrated in my own career, in terms of not being able to identify what the career paths are to promotion. I also had frustrations with the "good old boys" syndrome of many years ago. I don't particularly think seniority is the sole way of selecting anyone for promotion. I think it should be a combination of seniority, education, and assignments in the department - a variety of assignments, not just fire suppression, not just training, but a variety of these. I think someone should have a proven track record in terms of their leadership, and what they have done for the Fire Department. I thought that I had done that, certainly Lieutenant Soule has participated, as well as others, in these activities.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

So, I am asking you, as the policy makers of this department, please assist us in being able to identify these promotional processes. It has been recommended that approximately eight people have less than two years as lieutenants - four or five have not served in any basis as temporary captains, and certainly not on a long-term basis. I find this somewhat incredible - that they should be appointed as captains in this fire department. The fire department that I see today is a fire department that is considerably different than the one I came into in 1970 - it is a fire department that has been struggling with many, many problems. A critical part of one of the problems is the tactics and strategy used in trying to fight the fires, protect the lives and protect property - which is what we signed up to do. I think we have a leadership gap within the company level of ranks to be able to carry out this task. I am really asking you to review this criteria so that we can get the kind of company officers that can lead this fire department, so that in situations we can come out winners and not losers, as in the Noriega fire.

Firefighter John Darmanin, speaking as a private citizen, echoed Mr. Hanley's views regarding the *Smoke Eaters Gazette*, as well as Acting Chief Gamble's comments, and hoped that no one is getting the impression that the person(s) responsible for this publication is a member of the fire department ... overwhelming majority of firefighters do not approve of this publication, and the ones that have not expressed their disapproval probably just don't have an opinion one way or the other. I hope no one is suggesting that it is a member of the fire department or the union ... hope it is someone from the outside.

Regarding Firefighter Winston's comments, I would like to echo his frustrations and it brought back my own experiences over the past several years ... mentioned something about the physical fitness facility and light duty assignments and his encounters with superior officers - feeling frustrated and victimized. This is nothing new, it exists in the fire department today ... has been around in this current administration, and to some degree around in previous administrations, but not to the length that this current administration has taken its abuse of authority and its confidence that they are free from accountability. I think it is wrong. Even as the Fire Commission looks at the comments to figure out what truth lies within it ... how much is emotional, how much factual. You have to do something more than just listen, more than just speak behind closed doors to try to find out what is going on. You have people of races, genders telling you time and again, officially and unofficially, of what is going on in this department. You have got to do something, and from what I understand, that is what the Fire Commission is supposed to do. You are supposed to oversee the operation and assist the Chief wherever he needs it, but if the Chief of Department whose philosophy, or whose administration, is somehow acting in a manner that is not in the best interests of the Fire Department, I believe that it is your responsibility to intervene on some level, and I am sure that you are doing it on some level, but we are not hearing about it. I hope that whatever efforts you

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

are making are a little more aggressive so that people like Firefighter Winston and myself and so many others in this department don't have to come here and plead with you.

At the last meeting, I had asked the Fire Commission on behalf of my wife, who asked me to be here tonight and at the last meeting, to intervene on the status of the overtime compensation that I had submitted a request for ... not been compensated for quite a bit of overtime, have gotten non-responsive answers to my requests, specific answers not answered, and very general responses, and it's been going on for several years now. Acting Chief Gamble has been the primary source of the answers to my calls but not resolved the issue. One thing that I had requested since the overtime in question was ordered and approved by the previous administration is that both Deputy Chief Olson and Assistant Chief Arthur Citron, former officers who approved my overtime, be contacted. To the best of my knowledge, their phone numbers have not changed; they were not contacted for any type of verification or explanation. I assume that it has been decided by this administration - by Chief Demmons, even though the responses come from Deputy Chief Gamble - to bury their heads in the sand and not do anything about it. Sue us, take us to court, it's not going to happen, it's been too long ... it's frustrating and not right ... when you work you should be compensated and I haven't been. You force people to take you to court. I am personally involved in a lawsuit of my own, as well as being subpoenaed to testify in other lawsuits. It's getting old, clean house so that it does not have to go this far. I ask for this Commission to intervene, thought I saw some receptive faces but have not received a call or letter from this Commission ... would like to know if I'm not going to; would like to know if you are going to do something, or if you can't, let me know tonight or some time in the future so I can stop thinking that this Fire Commission is here to resolve issues or problems. Give me some guidance and I will stop bringing this particular issue up before you.

I have had the opportunity to meet with Firefighter David Shapona last week. He is battling brain cancer right now and is in the process of radiation treatment, with prognosis unknown. During my conversation with him, he seemed ... (tape turned) ... concerned about some unfinished business he has with the fire department. He was in the middle of an administrative hearing with charges filed against him regarding a matter that occurred off-duty. He was very adamant that the department has no business interfering in his private life, especially since the matter that is referred to in his complaint has been resolved - both legally and morally. However, this department saw it fit to continue its investigation against him, although the department did postpone his administrative hearing when he was admitted to the hospital. Apparently, it is only postponed until he is well enough to come in and be found guilty of whatever charges have been leveled against him. He should be concentrating on getting well, not worried about further persecution from this department ... where has this department gone, where is the compassion. This man is fighting for his life and to allow the

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

charges to hang over his head is not fair, is not right ... not showing the compassion this department has shown in the past and continues to show in a lot of areas. Someone needs to reevaluate, needs to use some common sense. I hope this Fire Commission can investigate if there is a basis, or need, to have charges pending against this firefighter, rather than dropping the charges or re-filing at a later date ... give this person some peace of mind. I hope that this Fire Commission will address this issue as well. I hope you will have an answer for me on my personal issue or some guidance.

President Fernandez-Pifer commented that she knew nothing of this issue but will discuss this with Acting Chief Gamble, and then respond to Firefighter Darmanin. She explained that the Commission does not have a role in this matter, however, it would be up to the Fire Department to communicate to Firefighter Darmanin, through the department's Chiefs, what the process would be regarding the compensation.

Firefighter Darmanin declared that they responded in a very unresponsive manner - frustrating - that's why I am here. I worked, I submitted my overtime in a timely manner and this administration has decided that it was not timely and, possibly, that I did not work the hours. Assistant Deputy Chief Balzarini knows the hours I spent at the Airport during the Master Plan project. He recommended me for the position I am referring to on the Airport Master Plan Coordination Committee, where the overtime I am referring to was accumulated at meetings with civilians and other uniformed personnel ... not talking about something that is not verifiable. Former Deputy Chief Olson not only authorized but instructed me to work the overtime. To get a response from Deputy Chief Gamble stating that it was too long ago to compensate, indeed, if it was even worked ... this is the type of response I have received only after numerous requests. I want to know if I have another option besides a lawsuit in order to get compensated; that should not be the final resort. This is a simple compensation issue - I worked ... there is proof of it. No one but Deputy Chief Gamble has disputed that I worked it; others are well aware of the hours I put in, but because of other issues that are on-going with me and the department, this is being used as leverage against me - another way to retaliate. I hope this issue can be resolved through the Commission.

President Fernandez-Pifer stated that this matter falls within the department's procedures - responding to a petition on overtime compensation, after documentation and supporting material have been submitted. She reiterated that the Commission does not have any jurisdiction over this particular matter since it is an administrative process. President Fernandez-Pifer asked Acting Chief Gamble if the department has an established appeals process when overtime compensation has been denied.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Acting Chief Gamble was not certain of the exact appeals process but wanted President Fernandez-Pifer to know that a number of items that Mr. Darmanin cited were incorrect. Mr. Darmanin received two departmental responses that were a year apart. Mr. Darmanin was not satisfied with the first response, submitted a second petition, and received an additional response. Furthermore, it is a personnel issue and the department considers the matter closed. Acting Chief Gamble offered to provide a more detailed explanation for the Commission, if necessary.

President Fernandez-Pifer repeated again that it was an administrative issue beyond the jurisdiction of the Commission. She noted that there should be due process if an appeal for compensation is denied.

Mr. Darmanin agreed that there was but he wanted to avoid that lengthy process, especially when the reason for the compensation not being forthcoming is due to the decision making process of this administration - common sense and logic not being used. I think it is an abuse of their authority and that portion of what I am telling you tonight is within your jurisdiction ... simple tasks to verify information ... not to contact the previous administration to get their opinion, advice or input on this matter I find scary. Something that did not happen on their watch and that they simply want to wash their hands of ... burying your head in the sand does not make things go away. This is what bothers me and should bother the Fire Commission. I think that is the root of so many problems in this department, not only the problem of John Darmanin's overtime, but so many others needing investigation ... when during a fire so many get injured and shouldn't have ... coming out with a policy or investigative report that is available to everyone ... all of these have to do with a mentality of burying your head in the sand and hoping it all will go away. It's not going to go away as long as this union is here, as long as there are firefighters in this department, in or out of the union, that care about their job. That is my frustration and that is why I have come to you for help and, if for no other reason, than to bring it to your attention.

Acting Chief Gamble took exception to the comment of not responding with an investigation. He assumes that the fire being referred to was the Ninth Avenue and Moraga fire. The incident commander commenced an investigation immediately the day after the fire, and a health and safety investigation was commenced a few days later. Acting Chief Gamble believes this to be very responsive and showed concern of what occurred at the fire. The reports will be available and all issues concerning the fire will be addressed. Furthermore, there are no issues of secrecy, or burying one's head in the sand, as Mr. Darmanin has implied.

In closing President Fernandez-Pifer stated that she did not want this to be a forum for arguments but for public comment, and that she wished to retain it for public comment. It is needed as a forum for addressing issues that are of import to the department and the Commission, and not for arguments and rebuttals.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

President Fernandez-Pifer addressed Mr. Darmanin and reiterated that there is an appeals process in place and confirmed that he is aware of it for his particular issues. She referred to earlier comments, which confirmed that an investigation was immediately commenced after the Ninth Avenue and Moraga fire. Mr. Darmanin responded that he was referring to the availability of the report and that it should be distributed much sooner in order to learn from any mistakes that were made.

There being no further business to come before the Commission, the meeting was adjourned at 6:50 p.m.

Tania Bauer
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - May 27, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused because of illness in family.

Harold E. Gamble - Acting Chief of Department
Patrick W. White - Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos - Management Services
Ray Balzarini - Division of Airports
Joseph C. Asaro - Division of Training
Joanne Hayes-White - Support Services

Chief Officers - Firefighting Services:

James M. Tracey - Division 1 (Acting)
James R. Cavellini - Division 2
James C. Ferry - Division 3 (Acting)

2. Approval of the minutes of the Regular Meeting of May 13, 1999.

Commissioner Roeca moved and Commissioner Soulis seconded.
There were no questions or discussion and the minutes were approved as presented.

DOCUMENTS DEPT.

JUN 08 1999

SAN FRANCISCO
PUBLIC LIBRARY

3. CONSENT CALENDAR

E) Permanent Exempt Appointment

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - MAY 10, 1999

1540 Secretary, Fire Commission

Tania Bauer
(vice: Raymond G. Connors,
retired)

F) Provisional Appointment

Reporting the following PROVISIONAL appointment:

EFFECTIVE DATE - MAY 10, 1999

2328 Nurse Practitioner

Colleen Bales
(vice: New Position)

G) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	Accident No. _____	Date	Serial No. _____	Category	Recommendation
Rescue 2	98-9-179	03-29-99	881	C	File
Off: Lt. Steven Bokura;	Drv: FF Barry Wong				

Cause: Res 2, while proceeding to an incident with red
lights and siren, crossed the intersection against a
red light and struck a civilian vehicle which failed
to heed Res 2's siren

3. CONSENT CALENDAR

G) Accidents (Continued)

Engine 25 98-9-180 03-31-99 550 A File
Off: Lt. Anthony Russo; Drv: FF Shon Buford

Cause: Open compartment door - Eng 25, while exiting
quarters, struck the station door track with its
open left compartment door

Medic 36 98-9-181 04-07-99 733 A File
Drv: FR Paramedic Susan Berry

Cause: Misjudged clearance - Medic 36, responding and
going around traffic, clipped a raised portable
loading ramp (approx. 10 feet above) protruding
from a parked truck

Medic 15 98-9-182 04-08-99 727 A File
Drv: FR Paramedic Andrew Thomas

Cause: Misjudged clearance - Medic 15, while pulling out
of a parking space at UC Medical Center and
turning right, scraped a concrete wall

Res Amb 38 98-9-183 04-11-99 711 A File
Drv: FF Pedro Gonzalez

Cause: Misjudged clearance - ResAmb 38, while being
repositioned at an incident, struck a parked car

Truck 13 98-9-184 04-14-99 621 A File
Off: Lt. Michael Rolovich; Drv: FF John Cheung; Tlr: FF Marc Evans

Cause: Misjudged clearance - Trk 13 was backing into
quarters when the running board of the trailer
struck a concrete column; guides were posted, but
the tillerperson did not hear the warning

Res Amb 13 98-9-185 04-14-99 714 A File
Off: Lt. Henry Larkin; Drv: FF Anthony Bendik

Cause: Medic 13, while backing into quarters, struck the
partially opened apparatus door

3. CONSENT CALENDAR

G) Accidents (Continued)

Truck 5 98-9-186 04-15-99 617 A File
Off: Lt. Richard Lauer; Drv: FF Bruce Navarett; Tlr: PX Mikhailia Gacesa

Cause: Driving training - During driver/tiller training, while turning left, tiller turned the wrong way causing Trk 5 to swing into a parked car

Battalion 10 98-9-187 04-16-99 201 C File
Drv: C/A Melissa Lerma

Cause: Batt 10, while stopped in traffic, gently struck the rear of a civilian vehicle

Truck 9 98-9-188 04-16-99 605 B Bill
Off: T/Capt. James Riemer; Drv: FF Charles Kwong; Tlr: FF David Norris

Cause: Trk 9, while stopped in traffic, was struck by a civilian vehicle which was making a right turn

Engine 1 98-9-189 04-18-99 513 A File
Off: Lt. Bernne Wangara; Drv: FF John Sikora

Cause: Misjudged clearance - Eng 1, while backing up at an incident, struck a parked car

Engine 7 98-9-190 04-18-99 525 A File
Off: Lt. James Coyne; Drv: FF Teresa Juergens

Cause: Eng 7 was making a left turn when the officer's side door opened and struck a parked car

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

H) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for April, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
Anthony Allyson	\$ /\$3,845.23	98-9-068 (A) Eng 6	09-25-98
Peter Andrea	1,566.71	98-9-084 (A) Eng 6	10-22-98
Renea Anne Bean	3,399.00/ 1,695.00	98-9-110 (C) Medic 12	11-30-98
Stephen Ditter	5,510.61/ 5,507.23	98-9-138 (B) Eng 1	01-20-99
William Downing	1,851.02	98-9-151 (A) Eng 8	02-08-99

I) Physician's Report

Submitting biweekly report of Fire Department
Physician concerning disability injuries,
April 17 through April 30, 1999.

J) Temporary Appointments

Reporting having made 371 temporary appointments
April 17 through April 30, 1999.

Commissioner Soulis moved and Commissioner Roeca seconded.
There were no questions or discussion and Items "A" through "J"
on the Consent Calendar were approved or ordered filed as
appropriate.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted nine letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

May, 1999

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

I wish to express my appreciation for the efforts of the Fire Department in answering a call for help on Sunday, April 2nd.

An elderly woman (Ida C. Carlson) was in need of assistance after an accident involving the slashing of a finger with bleeding and adverse symptoms due to age and frailty.

The following fire department members were helpful in many ways - attending to the situation efficiently and reassuring the frightened patient.

Paramedic Tom Jaquysh
Firefighter Karl Jurado
Firefighter Dennis Sy

As a relative and a witness to all this, I wish to commend the Fire Department for the training given these people and the pattern of gentle helpfulness they display.

/s/ ANNETTE C. ROSE
737 Post Street, #1217
San Francisco, CA 94109

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

May 16, 1999

Chief Robert L. Demmons
San Francisco Fire Department

Dear Chief Demmons:

On May 10, my 96-year-old mother Flora Sassoon fell in her apartment at 2110 Lake Street. I called 911 and wanted you to know how much I thank your paramedics for their professional help, kindness and immediate response. People are quick to criticize or complain, but how many tell you how wonderful your paramedics are. My special thanks to Paramedics John Drake and Russell Richards. Please extend my thanks.

/s/ MEYER SASSON
194 - 28th Avenue
San Francisco, CA 94121

* * * * *

In appreciation of the San Francisco Fire Department

This extra special Thank You note sent to you today, to say the "Firefighters" who came to our Mayfair May 8, 1999, were loved by all. The children love exploring ... the fire truck, the gifts and most of all the firefighters themselves. There maybe a few firefighters from here, ten years from now. Thank you again.

/s/ LORRAINE BELL, Co-Chair
Claire Lillienthal School
3630 Divisadero Street
San Francisco, CA 94123

* * * * *

May, 1999

Please extend my thanks to Fernando Juarez, Willa Ortega and Zachary Pumphrey for their invaluable assistance this year with Walk America! We've raised over \$1.35 million so far in the Bay Area - all for healthy babies in 1999. They all worked hard. Thanks.

/s/ CARI L. WHEAT, Community Director
March of Dimes

* * * * *

Note: The following five additional
typed letters of commendation are
included as part of Item 4.A)



San Francisco State University
1600 Holloway Avenue
San Francisco, California 94132-4200

Student Health Service
OFFICE: 415/338-1251
FAX: 415/338-2278

May 10, 1997

Paramedic Pete Howes
San Francisco Fire Department
Office of Special Operations
698 Second Street
San Francisco, CA 94107-2015

Dear Pete:

Thank you very much for your invaluable assistance in our May 6, 1999, disaster drill, and for recruiting the units from the San Francisco Fire Department to participate. A special thanks for your moulage makeup expertise and providing the instructional session for us.

We will be planning disaster drills on a yearly basis, as I discussed with you on the 6th, and would very much enjoy having you and the fire department participate again. Since we last spoke I have recruited the dormitory population of the university to help us in the next drill, which should contribute to a much more interesting scenario. I would like to speak to you before I create that scenario.

Once again, thank you very much for your participation and the participation of the fire department on May 6, 1999.

Sincerely,

Marie D. Schafle, M.D., F.A.C.S.M.
Chair, Emergency Preparedness Committee

MDS:LAN

cc: Chief Robert Demmons



CITY OF SAN JOSÉ, CALIFORNIA

801 NORTH FIRST STREET
SAN JOSE, CALIFORNIA 95110-1779
(408) 277-4205

HUMAN RESOURCES

May 10, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons,

The City of San Jose sincerely appreciates the services of Lieutenant James Connors as a rater for our Fire Engineer practical exam. His evaluation of each candidate's knowledge and abilities was invaluable to our efforts to provide a thorough and accurate testing process for the Fire Department.

The high level of professionalism and integrity exhibited by all the raters resulted in an extremely smooth testing process. I cannot stress enough how valuable this is to us in the administration of this particular examination. Lieutenant Connors was extremely helpful and cooperative throughout, following our process exactly and using sound judgement when the unexpected occurred.

In serving as a rater for us, Lieutenant Connors demonstrated a very high level of professionalism and dedication to the Fire Service in general. I was pleased to hear that he appreciated the opportunity to interact with another department by participating in our testing process.

Thank you again for your support of our examination process. If I can ever be of assistance to your department in any other way, please do not hesitate to contact me.

With sincere appreciation,

Sarah Nunes, Analyst
Employment Services

Cc: Acting Chief Staples

Bianca Z. Hirsch Ph.D.
115 San Anselmo Avenue
San Francisco, CA. 94127
(415) 566-6112
Fax (415) 682-8117
E-mail biancazh@aol.com

May 7, 1999

To the Honorable Fire Chief. Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA., 94107

Dear Sir:

On Friday night, April 30, 1999 my husband became suddenly ill and I called 911. Within a few minutes a crew from the Station at 2155 - 18th Avenue responded.

They were helpful, pleasant and professional. I appreciated their honesty, diligence and assistance. Within a few minutes thereafter, the Paramedics arrived. They exchanged information, comments, history and data with the first crew and proceeded with what they felt was the next step. Again, this crew was calm, courteous and professional in their work, their attitude and in their relationship with my husband and me.

Even though they encouraged my husband to go to the hospital, my husband resisted. They made it clear that they could not force him to go, but gave their reasons why it might be prudent to do so. They were gentle, spoke in a very calm and professional manner and were in no manner or way intimidating. They told my husband and me that perhaps their supervisor might be able to provide more insight into reasons for going to the hospital. Lo and behold, in but a few minutes, the supervisor arrived.

He explained to my husband that because of new technology, medical information and newer types of treatment my husband may derive some benefits from an emergency room observation. Again, I must mention that the supervisor exerted no pressure, was not intimidating or threatening. He presented the material in a logical, timely and meaningful manner.

I want to bring this to your attention, not only to acknowledge the assistance that was provided, but to point out the crews' competency and caring. Hopefully, this will be reflected in your annual report to the Mayor and Supervisors of San Francisco. You have much to be proud of and I want to thank the crews and their supervisor for their help and concern.

Cordially yours,

Bianca Z. Hirsch Ph.D.
Bianca Z. Hirsch, Ph.D.

cc to: Willie Brown, Mayor of San Francisco
Tom Ammiano, President, Board of Supervisors
Department Head, 18th and Noriega Street Fire Station

Chief of the Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

April 30, 1999

Dear Chief of the Department:

On April 10, I found it necessary to call 911 to assist my 95 year-old, uncle, King W. Lee. Two units responded in less than 5 minutes. The first unit was from Engine 13. There were three or four men and they promptly began to aid my uncle. One of the men, Fireman John Choy, was able to speak to my uncle in Cantonese and to set my uncle's mind at ease. I only wish I had gotten the rest of the fireman's names. They were all very caring and swift in their response.

The second unit was on the scene within another minute, and took over from Engine 13. The paramedics were from Station 41 (on Leavenworth street), and also were very courteous and solicitous of my uncle. They transported my uncle to UC emergency, where he was examined and cared for. In the process, my uncle's jacket and house keys were mislaid. The PMT's were Chris Madsen and Rob Weaver. These two men were very efficient and considerate. Subsequently, Mr. Madsen found mu uncle's jacket, with the keys intact, and took the trouble to see that these items were returned to Mr. Lee. My uncle was very relieved to get his belongings back.

My uncle was in the hospital for four days but has recovered, in large part, due to the fine response of your department.

I, and my uncle, wish to thank those men in your department. You've got a great team.

Yours truly,



Curtiss Y. Chan

Lycee Francais La Perouse
755 Ashbury Street
San Francisco, CA 94117

April 26, 1999

Chief Robert Demmons
Public Education
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

We are writing to let you know how much both we and the children enjoyed the presentation Mr. Kaan Chin gave to our class on Wednesday, April 21st this year. The children in our class are all 3- to 4-years old and the materials and scope of Mr. Chin's presentation was excellent for that age group. We feel the children learned valuable lessons and thoroughly enjoyed themselves.

We are very appreciative of the time and effort extended by the San Francisco Fire Department in support of safety education for children. We definitely plan to schedule presentations for at least two of our classes next year.

Please extend our thanks to Mr. Chin for an excellent job!

Sincerely,



Christine Gaud
Head Teacher K-1

cc: Mr. Kaan Chin

4. REGULAR CALENDAR - NEW BUSINESS

SUPPLEMENTAL CALENDAR

Note: The following two items were taken out of sequence

C) Personal Services Contract

Submitted for review and approval a modification to the contract with Dr. James Outtz and Associates for the development and validation of an Officer Candidate Program; for the period June 15, 1999 through December 31, 2001, in the amount of \$550,000, for a revised total contract amount not to exceed \$750,000.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and the modification to the contract with Dr. James Outtz and Associates was approved on recommendation of Chief of Department.

D) Personal Services Contract

Submitted for review and approval a proposed personal services contract in the amount of \$115,000 for the period June 15, 1999 through June 15, 2000, from Dr. Rosanne Gonzales, National Center for Interpretation, University of Arizona, for language analysis and development of bilingual proficiency examinations in Spanish and Cantonese.

Commissioner Nakajo moved and Commissioner Soulis seconded. There were no questions or discussion and the personal services contract from Dr. Rosanne Gonzales was approved on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

B. Public Comment

Mark Hayes, Director, San Francisco Firefighters, Local 798, wished to inform the Commission that two letters had been sent to Chief Demmons requesting a "meet and confer" session with the union regarding criteria for the provisional appointment process. He stated that the number one issue for the membership was to know the criteria for provisional appointments. Mr. Hayes noted that the Battalion Chief list is valid for two more weeks; after that date, there remain no further active lists and all appointments will be provisional. He expressed the membership's concern to have knowledge of the criteria for provisional appointments and their right to know what is expected of them if they wish to proceed into these types of appointments. In closing, Mr. Hayes stressed the need for the union to meet with Chief Demmons to review the criteria.

Acting Chief Gamble replied that a response is being prepared and will include a willingness to meet.

Peter Roybal, Captain, San Francisco Fire Department, expressed his frustration with the criteria, or lack of it, being used by the Chief of Department for appointments. Mr. Roybal stated that the process used by the department when complaints are filed regarding appointments is retaliatory. In addition, Mr. Roybal accused the department of taking actions, which are endangering the lives of firefighters. He insisted that these matters need public exposure and both the department and the union is lacking in leadership.

Mr. Roybal was reminded of the three-minute time limit but insisted that he had a legal right to speak. He referred to certain firefighters being passed up for promotion in preference to others and accused the Chief of using divisive politics. He called the process a disgrace and referred to Acting Chief Gamble as a disgrace. Vice President Roff called Mr. Roybal out of order.

Acting Chief Gamble responded that he found Mr. Roybal's remarks offensive and that Mr. Roybal mischaracterized the letter he had received from the department. Mr. Roybal started to make disparaging remarks but was called out of order again.

Vice President Roff noted that Mr. Roybal's point had been cogently made by Mr. Hayes speaking for the union regarding criteria for appointments. Furthermore, the Chief is preparing a response on this issue, which will be shortly forthcoming.

John Darmanin, speaking before the Commission on behalf of his wife, echoed Mr. Roybal's frustrations since he believes the department has also retaliated against him.

Vice President Roff asked Mr. Darmanin to come to the point because he had three minutes to speak, since there is a time limit to Public Comment.

4. REGULAR CALENDAR - NEW BUSINESS

B. Public Comment (Continued)

Mr. Darmanin wished to make the Commission aware of an event which occurred on October 26, 1996, when he was removed from his position as an airport officer. He was asked to leave his office and was to be locked out, pending an investigation. Mr. Darmanin's secretary was also asked to leave the office and her bags were also searched against her protest.

Vice President Roff reminded Mr. Darmanin that he was out of time and asked Mr. Darmanin for the purpose of his public comment.

Mr. Darmanin requested the Commission's indulgence to explain. He referred to the October 26th event and stated that his secretary became very upset by the search tactics and began to cry. Mr. Darmanin submitted a report of this event through the chain of command but was told that it had not been received. He resubmitted the report and still did not receive a response. The report was finally hand delivered, stamped and logged in by a secretary. He believes that there was an intentional cover-up of his report. Mr. Darmanin berated the department in not adhering to its mission statement.

Vice President Roff again reminded Mr. Darmanin of exceeding his allotted time and asked him to come to the point. Mr. Darmanin responded that his point is that there was a cover-up of his report and that it is incumbent on the Commission to investigate such actions.

Commissioner Soulis noted that Mr. Darmanin had a lawsuit pending related to this specific event, and that it would not be prudent for the Commission to investigate until the matter was resolved.

Mr. Darmanin responded that the lawsuit will most probably be settled soon and, when settled, will be sealed. He believes that the Commission should investigate this cover-up, that is, the department not processing his report.

5. CLOSED SESSION

Pursuant to the Ralph M. Brown Act, Government Code Section 54947, and San Francisco Administrative Code Section 67.10(b), the Fire Commission met in closed session.

A. Performance Evaluation of Public Employee Robert L. Demmons,
Chief of Department (as set forth in the MEA MOU for Merit Pay)

Commissioner Soulis moved and Commissioner Roeca seconded.
The Fire Commission went into closed session at 6:35 p.m.

Pursuant to Government Code Section 54954.3(a), there may be public comment on all matters pertaining to Closed Session. There was no public comment.

The Commission reconvened in open session at 7:05 p.m.
Acting President Roff announced that the Commission had met in closed session to evaluate Chief Demmons in accordance with the Municipal Executive Association's (MEA) Memorandum of Understanding (MOU) pay for performance requirements.

Acting President Roff asked for a motion on whether to disclose any or all of the discussion that the Commission had in closed session.

Commissioner Nakajo moved, seconded by Commissioner Soulis, that the Commission disclose the following: it is the decision of the Commission that Robert L. Demmons, Chief of Department, receive a five percent merit pay award in accordance with the applicable provisions of the MEA's Memorandum of Understanding.

Pursuant to Government Code Section 54954.3(a), there may be public comment on this motion. There was no public comment.

There being no further business to come before the Commission, the meeting was adjourned at 7:10 p.m.



Tania Bauer
Secretary

SF

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6/3/99

Special

No. 99-12

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Special Meeting - Thursday - June 3, 1999 - 4:00 p.m.

698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons

- Chief of Department

2. PUBLIC COMMENT

There was no public comment on matters pertaining to the Closed Session.

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3. FORMAL HEARING AND COMMISSION DELIBERATIONS ON MOTIONS FOR CLOSED HEARING,
MOTIONS TO DISMISS AND MOTIONS FOR DISCOVERY
(Cont'd from Meetings of 03-11-99 & 04-08-99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against four uniformed members of Engine 38 (resulting from an incident that occurred on 01-01-98), for violation of the Rules and Regulations as follows:

a) Captain Armando Mayorga

Section 1102 - Accountability
Section 1103 - Responsibilities
Section 1120 - Supervision
Section 1128 - Unusual Matters
GO 91 A-2 - Sexual Harassment
GO 95 A-64 - EEO Complaint Process
Section 3935 - False Reports and False Testimony
Section 2801 - Thorough Knowledge
Section 2802 - Enforcement of Rules, Regulations & Orders
Section 3922 - Acts Detrimental to Welfare of Department
Section 3936 - Unauthorized Visits to Places of Amusement
Section 2805 - Leadership
Section 2808 - Welfare of Subordinates
Section 3905 - Unfamiliarity with Rules
Section 3917 - First Alarm Areas
GO 89 A-100 - Adult Entertainment

b) Firefighters Barry Lo, William Storti and Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

c) Firefighters William Storti and Lenette Thompson

Additionally charged with

Section 3924 - Insubordination

d) Firefighter Lenette Thompson

Further charged with

Section 3925 - Proper Behavior

3. FORMAL HEARING AND COMMISSION DELIBERATIONS ON MOTIONS FOR CLOSED HEARING,
MOTIONS TO DISMISS AND MOTIONS FOR DISCOVERY (Continued)
(Cont'd from Meetings of 03-11-99 & 04-08-99)

A) Hearing on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

The Commission unanimously voted to convene in Closed Session.

The Commission met in Closed Session from 4:35 p.m. to 8:25 p.m.

B) Commission Deliberations on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

4. RECONVENE IN OPEN SESSION

A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

Secretary Bauer indicated that no action was taken to be reported during the Closed Session.

B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

The Commission unanimously voted not to disclose any of the discussion held during the Closed Session.

5. ADJOURNMENT

The meeting was adjourned at 8:30 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 8:30 p.m.


Tania Bauer
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - June 10, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

(TAPE RECORDER NOT OPERATING - NO TAPE AVAILABLE)

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Robert L. Demmons
Harold E. Gamble

- Chief of Department
- Deputy Chief - Operations

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joseph C. Asaro
Joanne Hayes-White
Gary P. Massetani

- Management Services
- Division of Airports
- Division of Training
- Support Services
- Fire Prevention (Acting)

Chief Officers - Firefighting Services:

Paul J. Tabacco
Joseph J. Mazeau
Aaron C. Stevenson

- Division 1 (Acting)
- Division 2 (Acting)
- Division 3

2. Approval of the minutes of the Regular Meeting of May 27, 1999.

Commissioner Nakajo moved and Commissioner Roeca seconded.

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2. (Continued)

Prior to approval, John Darmanin wished to comment. Mr. Darmanin objected to the reduced format of the minutes. He alleged that the context was changed, that 50 percent of what he had said was eliminated, and that his statement had been editorialized and misstated. He requested that the minutes be rewritten and not approved.

Chief Demmons suggested that Mr. Darmanin present corrections to the minutes. He reminded Mr. Darmanin that the minutes had always been done in a summary format and had not been presented in verbatim format until the latter part of the Consent Decree.

Mr. Darmanin requested the Secretary to check her work since there were incorrect items and dates although, he noted, they may have been just an oversight. He requested again that the Commission move to have the minutes rewritten.

President Fernandez-Pifer asked for the motion. There was no motion.

Mr. Darmanin kept insisting on verbatim minutes, or an equivalent, which more accurately reflected what he had said.

President Fernandez-Pifer asked for a motion to have the minutes rewritten. There was no motion. Vice President Roff suggested that Mr. Darmanin submit his corrections in writing.

President Fernandez-Pifer asked for approval of the minutes. The minutes were unanimously approved.

Vice President Roff again suggested that Mr. Darmanin be specific when addressing corrections. Mr. Darmanin requested a tape of the proceedings in question. The Secretary agreed to send Mr. Darmanin the tape the next business day.

There were no further questions or discussion and the minutes were unanimously approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "I") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leaves

Submitting for approval applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Pruitt, Tyrone Capt. 0-3	H4 INSP	06-07-99 thru 06-18-99	12	US Air Force Res. S.F., CA	Attend Annual Training
Meneses, Ferdinand SPC E-4	H2 FF	05-21-99 thru 06-06-99	17	US Army Res. Oakland, CA	Attend Annual Training
Pampanin, Vincent Sgt. E-5	H2 FF	05-22-99 05-23-99	2	US Army Res. Moffett Field, CA	Attend Active Duty Training

B) Retirement

Communication received from Retirement Board indicating the following member has retired:

	<u>Retirement Date</u>
Connors, Raymond G. 1540 Secretary, Fire Commission Service	May 01, 1999

(Note: Retirement Certificate will be presented at
Fire Commission meeting of June 24, 1999)

C) Monthly Report - Training

Submitting monthly report from Division of Training for May, 1999.

3. CONSENT CALENDAR

D) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - MAY 24, 1992

H20 Lieutenant

Walter R. Bertollo

(vice: Pending promotion of
Joseph Wilson to PV H-30)

Kevin E. O'Sullivan
(vice: Pending promotion of
Robert Kim to PV H-30)

Michael W. Delane

(vice: Pending promotion of
James Outley to PV H-30)

Samuel Romero

(vice: Pending promotion of
Gerald Shannon to PV H-30)

Gary J. Falls

(vice: Pending promotion of
Rudolph Labrado to PV H-30)

John Vander Vennet

(vice: Pending promotion of
Monica Fields to PV H-30)

John F. Hanley

(vice: Pending promotion of
Edmund Dea to PV H-30)

E) Resignation

Submitting resignation of Vasundara Venkatachari,
1224 Principal Payroll and Personnel Clerk,
effective close of business April 30, 1999.
(Resigned in order to accept Permanent 1241
position at 911 Project.
Approximate length of service - six months.)

3. CONSENT CALENDAR

F) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Lieutenant Edward Campbell, Public Information Office, for five days, May 24 through May 28, 1999, in order to attend the Executive Development Training presented by the International Association of Black Professional Firefighters at Dillard University, New Orleans, Louisiana. All expenses will be paid by Lieutenant Campbell. He will not be replaced.

T/Paramedic Captain Pete Howes, EMS Division - Special Operations, for two days, June 23 through June 24, 1999, in order to attend the Hazardous Materials Medical Training for Nuclear, Biological and Chemical Agents, offered by the California Specialized Training Institute, in San Luis Obispo, California. All expenses will be paid by T/Paramedic Captain Howes. He will not be replaced.

G) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No. _____	Date _____	Serial No. _____	Category	Recommendation
B.F.I. Drv: Inv. Paul Vega	98-9-191	04-10-99	969	C	File
Cause: BFI vehicle, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed BFI vehicle's siren					
Engine 31 Off: Lt. Charles Crane; Drv: FF Carl Jepsen	98-9-192	04-19-99	586	B	Bill
Cause: Hit and run - Eng 31, while parked during building inspection, was struck by a hit and run vehicle					

3. CONSENT CALENDAR

G) Accidents (Continued)

Medic 43	98-9-193	04-19-99	713	A	File
Drv: FR Paramedic Barry Hirsch					
Cause: Misjudged clearance - Medic 43, while transporting patient to UCSF/Mt. Zion, struck the left mirror of a parked truck					
B.F.P.	98-9-194	04-19-99	110	B	Bill
Drv: Insp. John Piombo					
Cause: BFP vehicle, while stopped and preparing to make to make a right turn, was struck by a civilian vehicle					
Truck 17	98-9-195	04-19-99	616	A	File
Off: T/Lt. Robert Winslow;	Drv: FF Robert McDill;	Tlr: FF Richard Calkin			
Cause: Misjudged clearance - Trk 17, while proceeding to an incident through congested street loading area, scraped a parked vehicle					
Engine 1	98-9-196	04-21-99	513	B	Bill
Off: Lt. Eugene Murphy;	Drv: FF Stephen Maguire				
Cause: Eng 1, while backing up to clear driveway, was struck by a civilian vehicle attempting to go around Eng 1					
Truck 1	98-9-197	04-23-99	613	C	File
Off: T/Lt. Anthony Martinez;	Drv: FF John Barcojo;	Tlr: FF Patrick Martinez			
Cause: Misjudged clearance - Trk 1 was returning to quarters, and while making a left turn the rear of Trk 1 hit the mirror of a civilian vehicle					
Medic 82	98-9-198	04-24-99	709	B	Bill
Drv: Paramedic Sean Parkin					
Cause: Medic 82, while stopped at red light, was rear ended by a civilian vehicle					

3. CONSENT CALENDAR

G) Accidents (Continued)

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 1 through May 14, 1999.

I) Temporary Appointments

Reporting having made 363 temporary appointments May 1 through May 14, 1999.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "I" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

Report having made 363 temporary appointments during Payroll Period May 1 through May 14, 1999.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	1	05/14/99
BOUDOURES ROBERT G	0040	0050	8	05/14/99
BRACCO RICHARD D	0040	0050	7	05/14/99
CARDINALE FRANK T	0040	0050	3	05/14/99
FERRY JAMES C	0040	0050	4	05/13/99
FRISELLA DAVID A	0040	0050	3	05/04/99
JONES PAUL D	0040	0050	2	05/08/99
MALONEY GEORGE W	0040	0050	2	05/07/99
MAZEAU JOSEPH J	0040	0050	2	05/07/99
SANCHEZ FEDERICO J	0040	0050	2	05/08/99
TRACEY JAMES M	0040	0050	7	05/13/99
TREANOR FRANK R	0040	0050	2	05/08/99
HSIEH ARTHUR	0033	0043	9	05/13/99
BONNEL MICHAEL W	0030	0040	2	05/06/99
BROOKS WORTHY D	0030	0040	2	05/07/99
CAREY WILLIAM G	0030	0040	3	05/14/99
CAREY WILLIAM G	0030	0040	2	05/09/99
CAREY WILLIAM G	0030	0040	2	05/06/99
CARLOMAGNO JOSEPH	0030	0040	3	05/14/99
CARLOMAGNO JOSEPH	0030	0040	2	05/09/99
LEANIO PHILIP F	0030	0040	1	05/14/99
NOLAN MICHAEL J	0030	0040	2	05/09/99
ODONNELL EDWARD JR	0030	0040	2	05/07/99
ROYBAL PETER D	0030	0040	3	05/14/99
ROYBAL PETER D	0030	0040	2	05/09/99
ROYBAL PETER D	0030	0040	2	05/03/99
SERAFINI WILLIAM	0030	0040	2	05/07/99
STEFANI ANTHONY R	0030	0040	2	05/13/99
STEFANI ANTHONY R	0030	0040	2	05/07/99
TRAINOR RONALD E	0030	0040	5	05/14/99
WILHELM ROGER J	0030	0040	2	05/06/99
FARRIS KENNETH	0030	0039	8	05/13/99
KOCHEVAR RICHARD	0030	0039	8	05/13/99
RYAN THOMAS	0030	0039	10	04/14/99
CHOCKER KEVIN	0001	0033	8	05/14/99
DAVIS ARTHUR	0001	0033	9	05/13/99
GAVIN THOMAS	0001	0033	2	05/13/99
HARDCASTLE STEVEN	0001	0033	7	05/11/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

JENNER DARREN	0001	0033	10	05/03/99	05/14/99
KUZMA ROBERT	0001	0033	10	05/01/99	05/14/99
MCDEVITT CHARLES	0001	0033	2	05/01/99	05/02/99
ORTIZ SCHULDT GLENN	0020	0033	8	05/03/99	05/14/99
ROBINSON ANTHONY	0020	0033	8	05/01/99	05/13/99
STOREY ERIC	0001	0033	5	05/02/99	05/14/99
TONG SANDY	0001	0033	5	05/02/99	05/07/99
ARTEMOFF GEORGE S	0020	0030	2	05/09/99	05/10/99
BARAONA EUGENE A	0020	0030	4	05/10/99	05/14/99
BARAONA EUGENE A	0020	0030	4	05/01/99	05/05/99
BARTELS WILLIAM J	0020	0030	2	05/04/99	05/05/99
BARTELS WILLIAM J	0020	0030	2	05/01/99	05/02/99
BATISTE WALTER D	0020	0030	4	05/05/99	05/09/99
BONNIE SCOTT	0020	0030	1	05/01/99	05/01/99
CARROLL DAVID A	0020	0030	1	05/14/99	05/14/99
CARROLL DAVID A	0020	0030	2	05/05/99	05/06/99
CASTAGNOLA MICHAEL	0020	0030	2	05/11/99	05/12/99
CONNORS JAMES M	0020	0030	2	05/03/99	05/04/99
COYNE JAMES M	0020	0030	2	05/09/99	05/10/99
CUNNIE MICHAEL J	0020	0030	2	05/13/99	05/14/99
CUNNIE MICHAEL J	0020	0030	2	05/10/99	05/11/99
CUNNIE MICHAEL J	0020	0030	2	05/07/99	05/08/99
CUNNIE MICHAEL J	0020	0030	2	05/04/99	05/05/99
DAVID FRANKLIN	0020	0030	10	05/03/99	05/14/99
DITO AUSTIN M	0020	0030	2	05/05/99	05/06/99
DRAKE GEORGE	0020	0030	2	05/10/99	05/11/99
ERLER RUDOLPH L	0020	0030	2	05/01/99	05/02/99
FORBES JOHN J III	0020	0030	4	05/08/99	05/12/99
FREDIANI DONALD L	0020	0030	2	05/12/99	05/13/99
FREDIANI DONALD L	0020	0030	2	05/06/99	05/07/99
FREDIANI DONALD L	0020	0030	3	05/01/99	05/04/99
FUHRMAN PAUL	0020	0030	2	05/09/99	05/10/99
GALLEGOS THOMAS M	0020	0030	2	05/01/99	05/02/99
GUTIERREZ RICHARD	0020	0030	2	05/13/99	05/14/99
GUTIERREZ RICHARD	0020	0030	4	05/07/99	05/11/99
GUTIERREZ RICHARD	0020	0030	2	05/04/99	05/05/99
HANSEN JERRY E	0020	0030	5	05/08/99	05/14/99
HANSEN JERRY E	0020	0030	2	05/05/99	05/06/99
HANSEN JERRY E	0020	0030	2	05/02/99	05/03/99
HENTZ JAMES R	0020	0030	2	05/11/99	05/12/99
HENTZ JAMES R	0020	0030	2	05/05/99	05/06/99
JEBE HENRY H III	0020	0030	2	05/12/99	05/13/99
JONES MICHAEL	0020	0030	2	05/12/99	05/13/99
JONES MICHAEL	0020	0030	1	05/01/99	05/01/99
JONES STEVEN P	0020	0030	2	05/09/99	05/10/99
JONES STEVEN P	0020	0030	2	05/06/99	05/07/99
KHADIR ABDUL	0020	0030	2	05/06/99	05/07/99
KING ALEXANDER M	0020	0030	2	05/07/99	05/08/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

KING ALEXANDER M	0020	0030	2	05/04/99	05/05/99
LAUER RICHARD L	0020	0030	4	05/09/99	05/13/99
LAUER RICHARD L	0020	0030	2	05/06/99	05/07/99
LEE JAMES J	0020	0030	2	05/08/99	05/09/99
LEONARD ALLAN J	0020	0030	5	05/08/99	05/14/99
LEONARD ALLAN J	0020	0030	2	05/02/99	05/03/99
LIGGINS EDWARD JR	0020	0030	4	05/03/99	05/07/99
MAY GARY	0020	0030	8	05/01/99	05/14/99
MCHUGH JAMES E	0020	0030	4	05/10/99	05/14/99
MCKEON JOSEPH B	0020	0030	2	05/11/99	05/12/99
MCKEON JOSEPH B	0020	0030	4	05/05/99	05/09/99
MOLINARI RAYMOND L	0020	0030	2	05/09/99	05/10/99
MOLINARI ROBERT M	0020	0030	9	05/02/99	05/14/99
MONTAGUE GARY	0020	0030	5	05/03/99	05/07/99
MURRAY THOMAS E	0020	0030	3	05/11/99	05/14/99
MURRAY THOMAS E	0020	0030	2	05/02/99	05/03/99
PINKARD HARRY T	0020	0030	2	05/13/99	05/14/99
PINKARD HARRY T	0020	0030	2	05/10/99	05/11/99
PINKARD HARRY T	0020	0030	2	05/07/99	05/08/99
PINKARD HARRY T	0020	0030	2	05/04/99	05/05/99
PLESCIA MATTHEW V	0020	0030	2	05/05/99	05/06/99
PLESCIA MATTHEW V	0020	0030	2	05/02/99	05/03/99
RIEMER JAMES G	0020	0030	2	05/07/99	05/08/99
RIEMER JAMES G	0020	0030	4	05/01/99	05/05/99
RIPOLL GEORGE J	0020	0030	2	05/13/99	05/14/99
RIPOLL GEORGE J	0020	0030	2	05/10/99	05/11/99
RIPOLL GEORGE J	0020	0030	2	05/07/99	05/08/99
SOULE ANTHONY P	0020	0030	4	05/05/99	05/09/99
SOULE ANTHONY P	0020	0030	2	05/02/99	05/03/99
SUTTER DENNIS J	0020	0030	2	05/09/99	05/10/99
VASQUEZ MANUEL M	0020	0030	5	05/05/99	05/14/99
WANGARA BERNNE	0020	0030	3	05/11/99	05/14/99
WILSON JOSEPH	0020	0030	9	05/03/99	05/13/99
BANFORD ETHAN	0020	0028	10	05/03/99	05/14/99
DEA EDMUND	0020	0028	10	05/03/99	05/14/99
DRISCOLL JOSEPH	0020	0028	10	05/03/99	05/14/99
FIELDS MONICA	0020	0028	8	05/03/99	05/14/99
HALE REX	0020	0028	10	05/03/99	05/14/99
HIGGINS JOSEPH	0020	0028	10	05/03/99	05/14/99
JONES GREGORY	0020	0028	9	05/03/99	05/14/99
LABRADO RUDOLPH	0020	0028	10	05/03/99	05/14/99
MCGREGOR RAEMONA	0020	0028	8	05/03/99	05/14/99
MULLANEY PATRICK	0020	0028	10	05/03/99	05/14/99
RABBITT BRIAN	0020	0028	10	05/03/99	05/14/99
WILSON JOSEPH	0020	0028	10	04/05/99	04/16/99
FERRANDO JOHN J	0010	0020	2	05/11/99	05/12/99

3. CONSENT CALENDAR

1) Temporary Appointments (Continued)

FERRANDO JOHN J	0010	0020	2	05/05/99	05/06/99
JOHNSON DAVID ALAN	0010	0020	2	05/12/99	05/13/99
JOHNSON DAVID ALAN	0010	0020	2	05/09/99	05/10/99
JOHNSON DAVID ALAN	0010	0020	2	05/03/99	05/04/99
SELLIN STEPHEN M	0010	0020	2	05/11/99	05/12/99
SELLIN STEPHEN M	0010	0020	2	05/08/99	05/09/99
SELLIN STEPHEN M	0010	0020	2	05/02/99	05/03/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/09/99	05/10/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/06/99	05/07/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/03/99	05/04/99
VANDERVENNET JOHN	0010	0020	5	05/05/99	05/14/99
VANDERVENNET JOHN	0010	0020	2	05/02/99	05/03/99
BACCIOCCO LOUIS F	0002	0020	2	05/07/99	05/08/99
BACCIOCCO LOUIS F	0002	0020	2	05/04/99	05/05/99
BALMY ALEC MICHAEL	0002	0020	2	05/13/99	05/14/99
BALMY ALEC MICHAEL	0002	0020	2	05/01/99	05/02/99
BARCOJO JOHN	0002	0020	1	05/14/99	05/14/99
BECKERLEY JOHN G	0002	0020	2	05/13/99	05/14/99
BECKERLEY JOHN G	0002	0020	2	05/10/99	05/11/99
BECKERLEY JOHN G	0002	0020	2	05/07/99	05/08/99
BECKERLEY JOHN G	0002	0020	2	05/01/99	05/02/99
BECKERLEY JOHN G	0002	0020	7	05/05/99	05/14/99
BERTOLLO WALTER	0002	0020	1	05/14/99	05/14/99
BLAKE JAMES M	0002	0020	2	05/06/99	05/07/99
BLAKE JAMES M	0002	0020	1	05/01/99	05/01/99
BLAKE JAMES M	0002	0020	2	05/13/99	05/14/99
CHARLTON MICHAEL B	0002	0020	2	05/13/99	05/14/99
CHU EDWARD Y	0002	0020	2	05/08/99	05/09/99
COE SARA	0002	0020	7	05/01/99	05/13/99
COFFEY STEPHEN P	0002	0020	4	05/06/99	05/11/99
COTTRELL PETER	0002	0020	2	05/11/99	05/12/99
CRAWFORD PAUL CARL	0002	0020	4	05/02/99	05/06/99
CRAWFORD PAUL CARL	0002	0020	2	05/08/99	05/09/99
CRISPEN DEAN MATHEW	0002	0020	2	05/02/99	05/03/99
CRISPEN DEAN MATHEW	0002	0020	3	05/11/99	05/14/99
CUNNANE JAMES P	0002	0020	2	05/05/99	05/06/99
CUNNANE JAMES P	0002	0020	2	05/02/99	05/03/99
CUNNANE JAMES P	0002	0020	5	05/05/99	05/14/99
DILUZIO JOHN A	0002	0020	1	05/14/99	05/14/99
DOBSHINSKY JOHN	0002	0020	2	05/08/99	05/09/99
DOBSHINSKY JOHN	0002	0020	4	05/05/99	05/10/99
DONNELLY RAYMOND J	0002	0020	9	05/01/99	05/13/99
DUNN GERALD R	0002	0020	4	05/08/99	05/12/99
FALLS GARY J	0002	0020	2	05/05/99	05/06/99
FALLS GARY J	0002	0020	2	05/02/99	05/03/99
FALLS GARY J	0002	0020	1	05/14/99	05/14/99
FITZPATRICK JOSEPH	0002	0020	2	05/09/99	05/10/99
GALLAGHER PETER J	0002	0020	2	05/09/99	05/10/99

3. CONSENT CALENDAR

1) Temporary Appointments (Continued)

GALLAGHER PETER J	0002	0020	2	05/06/99	05/07/99
GISSLER JACK A	0002	0020	2	05/13/99	05/14/99
GISSLER JACK A	0002	0020	2	05/10/99	05/11/99
GISSLER JACK A	0002	0020	4	05/01/99	05/08/99
GREGORY STEPHAN H	0002	0020	2	05/09/99	05/10/99
GRIMESEY PATRICK E	0002	0020	2	05/13/99	05/14/99
GRIMESEY PATRICK E	0002	0020	2	05/01/99	05/02/99
HANLEY JOHN F	0002	0020	2	05/13/99	05/14/99
HANLEY JOHN F	0002	0020	2	05/10/99	05/11/99
HANLEY JOHN F	0002	0020	4	05/01/99	05/05/99
HILL STEVEN H	0002	0020	2	05/09/99	05/10/99
HILL STEVEN H	0002	0020	2	05/06/99	05/07/99
HURTADO VICTOR GABRIEL	0002	0020	2	05/12/99	05/13/99
HURTADO VICTOR GABRIEL	0002	0020	2	05/09/99	05/10/99
JONES KENNETH R	0002	0020	7	05/05/99	05/14/99
KANE MARK E	0002	0020	1	05/14/99	05/14/99
KANE MARK E	0002	0020	2	05/02/99	05/03/99
KANNISTO RICHARD A	0002	0020	2	05/03/99	05/04/99
KING JOSEPH L	0002	0020	2	05/12/99	05/13/99
KNIGHT ROHAN	0002	0020	2	05/12/99	05/13/99
KNIGHT ROHAN	0002	0020	2	05/09/99	05/10/99
KNIGHT POHAN	0002	0020	2	05/06/99	05/07/99
KNIGHT ROHAN	0002	0020	3	05/01/99	05/04/99
KOENIG WILLIAM G	0002	0020	8	05/01/99	05/11/99
LAU KERBY	0002	0020	4	05/09/99	05/13/99
LEE SONNY T	0002	0020	4	05/03/99	05/10/99
LOMBARDI KENNETH A	0002	0020	4	05/05/99	05/12/99
MARTIN KEVIN	0002	0020	4	05/03/99	05/08/99
MARTINEZ ANTHONY	0002	0020	1	05/14/99	05/14/99
MATEIK ROBERT STEPHEN	0002	0020	5	05/01/99	05/13/99
MCHUGH PAUL	0002	0020	3	05/01/99	05/04/99
MULHAIR LESLIE K	0002	0020	2	05/13/99	05/14/99
MULHAIR LESLIE K	0002	0020	2	05/01/99	05/02/99
NAVARRET BRUCE A	0002	0020	4	05/06/99	05/10/99
NAVARRET BRUCE A	0002	0020	2	05/03/99	05/04/99
OLEARY MICHAEL E	0002	0020	2	05/11/99	05/12/99
OLEARY MICHAEL E	0002	0020	2	05/05/99	05/06/99
OLEARY MICHAEL E	0002	0020	2	05/02/99	05/03/99
ORENGO JOE	0002	0020	1	05/14/99	05/14/99
OSHEA JOHN P	0002	0020	2	05/13/99	05/14/99
OSHEA JOHN P	0002	0020	2	05/01/99	05/02/99
PARATLEY ANITA	0002	0020	2	05/14/99	05/14/99
PATT MICHAEL DONALD	0002	0020	2	05/10/99	05/11/99
ITTER DAVID C	0002	0020	1	05/14/99	05/14/99
ITTER DAVID C	0002	0020	2	05/08/99	05/09/99
ITTER DAVID C	0002	0020	2	05/02/99	05/03/99
ROBERTS DOUGLAS	0002	0020	2	05/07/99	05/08/99
ROMERO SAMUEL NMI	0002	0020	2	05/11/99	05/12/99
ROMERO SAMUEL NMI	0002	0020	2	05/02/99	05/03/99

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I) Temporary Appointments (Continued)

SAITZ DAVID CLEMENT	0002	0020	1	05/14/99	05/14/99
SAITZ DAVID CLEMENT	0002	0020	2	05/05/99	05/06/99
SAITZ DAVID CLEMENT	0002	0020	2	05/02/99	05/03/99
SERPA ANTHONY J	0002	0020	1	05/14/99	05/14/99
SERPA ANTHONY J	0002	0020	2	05/08/99	05/09/99
SKAIN PATRICK M	0002	0020	9	05/01/99	05/13/99
SLATTERY RICHARD F	0002	0020	2	05/07/99	05/08/99
SLATTERY RICHARD F	0002	0020	2	05/04/99	05/05/99
SLATTERY RICHARD F	0002	0020	2	05/01/99	05/02/99
STORTI WILLIAM OLIVER	0002	0020	3	05/11/99	05/14/99
STORTI WILLIAM OLIVER	0002	0020	2	05/05/99	05/06/99
STORTI WILLIAM OLIVER	0002	0020	2	05/02/99	05/03/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	05/12/99	05/13/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	05/09/99	05/10/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	05/06/99	05/07/99
SULLIVAN DENNIS WILLIAM	0002	0020	3	05/01/99	05/04/99
SULLIVAN GERALD	0002	0020	6	05/02/99	05/11/99
TSUJIMOTO RONNY B	0002	0020	2	05/12/99	05/13/99
TSUJIMOTO RONNY B	0002	0020	2	05/06/99	05/07/99
TSUJIMOTO RONNY B	0002	0020	2	05/03/99	05/04/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	05/13/99	05/14/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	05/04/99	05/05/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	05/01/99	05/02/99
TURNQUIST ROBERT JEFFREY	0002	0020	1	05/05/99	05/05/99
URQUIAGA PAUL	0002	0020	2	05/03/99	05/04/99
WINSLOW ROBERT EDWARD	0002	0020	2	05/10/99	05/11/99
WINSLOW ROBERT EDWARD	0002	0020	2	05/07/99	05/08/99
WINSLOW ROBERT EDWARD	0002	0020	2	05/04/99	05/05/99
WONG MIKE JAMES	0002	0020	2	05/10/99	05/11/99
WONG MIKE JAMES	0002	0020	2	05/07/99	05/08/99
WONG MIKE JAMES	0002	0020	2	05/04/99	05/05/99
WONG MIKE JAMES	0002	0020	2	05/01/99	05/02/99
WYRSCH VICTOR HERMAN	0002	0020	7	05/05/99	05/12/99
WONG JEFFREY	0002	0016	10	05/03/99	05/14/99
BIAGINI DANIEL	0002	0010	8	05/01/99	05/14/99
BOHLER HEIDI MARIT	0002	0010	2	05/02/99	05/03/99
CANEDO BENJAMIN ALEXANDER	0002	0010	2	05/07/99	05/08/99
CARDINALE KATHRYN M C	0002	0010	2	05/10/99	05/11/99
CARDINALE KATHRYN M C	0002	0010	2	05/07/99	05/08/99
CARDINALE KATHRYN M C	0002	0010	2	05/04/99	05/05/99
CELONA MICHAEL	0002	0010	8	05/01/99	05/11/99
CLELAND JAY M	0002	0010	2	05/02/99	05/03/99
CRAWFORD ROCHELLE	0002	0010	2	05/12/99	05/13/99
DUAG III FELIX T	0002	0010	2	05/09/99	05/10/99

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I) Temporary Appointments (Continued)

DUMONT ANTHONY JOSEPH	0002	0010	2	05/10/99	05/11/99
DUMONT ANTHONY JOSEPH	0002	0010	2	05/04/99	05/05/99
EMMONS CHRISTINE ELYSE	0002	0010	2	05/11/99	05/12/99
EMMONS CHRISTINE ELYSE	0002	0010	2	05/05/99	05/06/99
FITZPATRICK JOSEPH	0002	0010	2	05/11/99	05/12/99
FITZPATRICK JOSEPH	0002	0010	2	05/05/99	05/06/99
GORDON DAVID	0002	0010	4	05/08/99	05/12/99
GREENE ALISON KIM	0002	0010	2	05/03/99	05/04/99
HARRIS LEONARDO MARTINEZ	0002	0010	2	05/11/99	05/12/99
HAZEN CHRISTOPHER	0002	0010	2	05/12/99	05/13/99
JONES KENNETH L	0002	0010	2	05/08/99	05/09/99
JONES MICKI A	0002	0010	7	05/01/99	05/10/99
KARAWANNY GEORGE	0002	0010	8	05/02/99	05/12/99
LABRADO EDWARD	0002	0010	2	05/12/99	05/13/99
LABRADO EDWARD	0002	0010	4	05/03/99	05/07/99
LAU RONALD TSUN KIT	0002	0010	2	05/03/99	05/04/99
MAHER EUGENE F	0002	0010	4	05/09/99	05/13/99
MAHER EUGENE F	0002	0010	2	05/03/99	05/04/99
MCCOY JOHN	0002	0010	2	05/04/99	05/05/99
OBRIEN LARRY R	0002	0010	2	05/11/99	05/12/99
OWYANG GREGORY	0010	0020	8	05/03/99	05/13/99
PAMPANIN VINCENT	0002	0010	2	05/01/99	05/02/99
POSEY ALLEN MICHAEL	0002	0010	2	05/13/99	05/14/99
POYDESSUS RAYMOND	0002	0010	1	05/14/99	05/14/99
PRIEM CAROLINE	0002	0010	1	05/14/99	05/14/99
REYES CRISTEO	0002	0010	1	05/14/99	05/14/99
SMITH KRISTA	0002	0010	2	05/06/99	05/07/99
TSE MARY MEI LIN	0002	0010	5	05/08/99	05/14/99
TSE MARY MEI LIN	0002	0010	2	05/02/99	05/03/99
VERANT ROGER	0002	0010	10	05/01/99	05/14/99
WU ALLEN SUNNY	0002	0010	2	05/02/99	05/03/99
GIACALONE STEPHEN VINCENT	0002	0003	2	05/13/99	05/14/99
WRIGHT LAWRENCE	0006	0024	8	05/03/99	05/14/99
MCGUINN MARTY	0002	0006	9	05/02/99	05/14/99
SCANNELL JOSEPH	0002	0006	9	05/02/99	05/14/99
THOMAS JENNIFER	0010	0006	8	05/01/99	05/14/99
VEGA PAUL	0010	0006	7	05/01/99	05/13/99
BALLARD MARIO	0022	0032	8	05/03/99	05/13/98
COFRESI ARTHUR	0022	0032	8	05/04/99	05/14/98
LI ERNEST	0022	0032	7	05/03/99	05/13/98
SUDANO JOHN	0022	0032	8	05/04/99	05/14/98

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

BRAIDA MICHAEL	0004	0022	8	05/04/99	05/14/99
CORDES THOMAS	0004	0022	8	05/03/99	05/14/99
CUTONE ROBERT	0004	0022	6	05/03/99	05/12/99
GRAFF JOSEPH	0004	0022	8	05/04/99	04/30/99
SCHEMBRI PETER	0006	0022	7	05/04/99	05/14/99
ARD GERALD	0002	0004	8	05/03/99	05/14/99
ESTABEZ MICHAEL	0002	0004	8	05/03/99	05/14/99
GATES PRISCILLA	0002	0004	7	05/04/99	05/13/99
GUITRON BRUCE	0002	0004	8	05/03/99	05/14/99
HONG CLIFTON	0002	0004	8	05/03/99	05/13/99
PIOMBO JOHN	0002	0004	7	05/04/99	05/13/99
ZARI GERALD	0002	0004	5	05/06/99	05/14/99
DISABILITY PAY					
MILES WILLIAM	0040	0050	14	05/01/99	05/14/99
MORAN MICHAEL	0040	0050	14	05/01/99	05/14/99
RONAN JOHN	0030	0040	14	05/01/99	05/14/99
CEREGHINO KENNETH	0022	0032	14	05/01/99	05/14/99
BRODIE KENNETH	0020	0030	14	05/01/99	05/14/99
COBO MATIAS	0020	0030	14	05/01/99	05/14/99
GARCIA GEORGE	0020	0030	14	05/01/99	05/14/99
HUBBARD FRED	0020	0030	14	05/01/99	05/14/99
KIM ROBERT	0020	0030	14	05/01/99	05/14/99
OCONNOR JAMES	0020	0030	14	05/01/99	05/14/99
SCHAFER CHARLES	0020	0030	14	05/01/99	05/14/99
CASTELLANOS RUDOLPH	0020	0028	14	05/01/99	05/14/99
CORREA ANTONIO	0004	0022	14	05/01/99	05/14/99
CANADA JOHN	0002	0020	14	05/01/99	05/14/99
HUPKE KENNETH	0002	0020	14	05/01/99	05/14/99
OWEN KENNETH	0010	0020	14	05/01/99	05/14/99
TURNQUIST ROBERT	0020	0030	6	05/06/99	05/11/99
WONG SUEON	0002	0020	9	05/01/99	05/09/99
CARDER MARY	0002	0006	14	05/01/99	05/14/99
MCGUINN MARTY	0002	0006	1	05/01/99	05/01/99
MCCLARAN STEPHANA	0002	0003	14	05/01/99	05/14/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

WORKERS COMPENSATION

CERCOS JOHN

0030

0040

14

05/01/99

05/14/99

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted four letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

May 25, 1999

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

On Sunday, May 23, 1999, at about 1:45-2:00 p.m., I phoned the Fire Department after I heard a piercing sound coming from somewhere, but not from my TV or the two fire alarms in my apartment at Martin Luther Tower. I checked the hallway, but did not discern that anyone's alarm was going off, nor any tenant moving about. I touched the door of each apartment, but only 4-H seemed warm to my hand. I knew that tenant was away.

I then called the fire department, and reported the above. The gentleman responding said that they were on their way and for me to go out of the building. I walked the four flights down, and saw that the fire department had arrived. I admitted them.

While the call proved to be unnecessary - fortunately no fire, I write to commend all the firefighters who responded so quickly, and to convey my sincere thanks. Never in 52 years in San Francisco have I witnessed their peers more responsive.

Cordially,

/s/ RUTH DUVAL
1001 Franklin Street, #4D
San Francisco, CA 94109

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

May 20, 1999

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

This letter is to recognize the heroic efforts of some members of Your Department on the evening of Sunday, February 28, 1999. Approximately 10:30 p.m., my mother suffered a massive heart attack in the bathroom of our house. She was on her stomach, and her left eye was open. I told her I loved her, and she murmured to me. I called 911, and there was a quick doorbell. My next-door neighbor heard my cries and came over with her friend, who was a medic named Jimmy. He went to the bathroom, and I helped him turn her over on her back. He felt no pulse and started performing CPR. Within a few minutes, the members of your Department arrived on the scene. Jimmy told them he performed CPR on her and left the rest to them.

They brought her out into the hallway and got her heart beating again. You see rescues on TV, but you don't fully appreciate the teamwork involved until something happens to you personally. I wish to personally thank the following: Lieutenant Joseph Douglass, Firefighters Timothy Areja, George Saribalis and Randall Henderson (Engine 31); Captain Perry Saxton (Rescue 2); Paramedics Alan Goodman and Kevin Boone (Medic 5). After they got her heart beating again, Firefighter Areja drove the ambulance and I rode in front with him, along with the paramedics, taking my mother to St. Mary's Hospital. The staff at St. Mary's were just as caring.

I lived with my mother and was very scared. However, with members of your Department being in my house, I felt better. I'll always appreciate all that they did.

Sincerely,

/s/ JANICE CHIN
741 Ninth Avenue
San Francisco, CA 94118

* * * * *

Note: The following two additional
typed letters of commendation are
included as part of Item 4.A)

HOLY NAME SCHOOL

1560 - 40th Avenue • San Francisco, CA 94122

Phone: (415) 731-4077

S.F. Fire Dept.
260 Golden Gate Ave.
S.F., CA 94102

May 24, 1999

Dear Chief Demmons,

52 Holy Name Kindergarteners plus
a dozen parents and teachers made their annual
trek to the Engine #23 Firehouse on Thursday,
May 13th.

Captain Brendan Ward spent an hour
with each class - showing and explaining masks,
tanks, extinguishers, uniforms, hydrants, hoses,
trucks and pump engines. Each child was encouraged
to touch, spray and drive - plus Captain Ward's
knowledge, patience and sense of humor were
evident. Along with crowd control skills and pride
in his job. His presentation was truly excellent.

We appreciate the "community
outreach".

Sincerely,

Mrs. Judeth Chiolo-KA
Mrs. Marilyn Panelli-KB
Teachers

Chief Robert L. Demmons
San Francisco Fire Dept.
698 2nd St.
San Francisco, CA 94107-2015

May 24, 1999

Dear Chief Demmons:

I recently took the NERT (Neighborhood Emergency Response Team) training at the Federal Building, where I work. I want to express my support and appreciation of the program. This kind of training is very valuable to San Francisco residents, and everyone should have the opportunity to find out about it and graduate from the program. In the event of any kind of disaster, we will all be more likely to survive if we have basic skills such as those taught in the NERT program. I hope the program will continue to be supported, and that more and more people will take advantage of it.

Sincerely



Steven Gorman
849-B Fulton St.
San Francisco, CA 94117

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for May, 1999.

- a. There are 3 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>April</u>	<u>May</u>
Vacation : Annual	18.83	21.84
IDV	6.37	7.61
Compensatory Time	4.70	5.16
Sick Leave	23.50	22.16
Disability	22.93	24.71
Military Leave	.00	.10
Light Duty	11.47	10.26
Other	<u>2.33</u>	<u>2.71</u>
Total	91.63	95.71

- c. The following Work on Days Off (Overtime) were awarded during the month of May:

3 - H50 Assistant Chiefs, for 24 hours
19 - H40 Battalion Chiefs, for 24 hours
33 - H30 Captains , for 24 hours
91 - H20 Lieutenants , for 24 hours
42 - H10 Chief's Aides , for 24 hours
11 - H3 FF/Paramedics , for 24 hours
488 - H2 Firefighters , for 24 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. 1) The following apparatus went to Central Shops for repairs and/or maintenance:

103 - Triple Combination Pumps
43 - Aerial Ladder Trucks
50 - Ambulances
17 - Miscellaneous Vehicles

11) The following apparatus were out of service and under repair at Central Shops:

2 - Triple Combination Pumps
0 - Aerial Ladder Trucks
3 - Ambulances
1 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

2 - Triple Combination Pumps
1 - Aerial Ladder Trucks
1 - Ambulances
1 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

3 - Triple Combination Pumps
2 - Aerial Ladder Trucks
3 - Ambulances
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Roeca moved and Vice President Roff seconded.
There were no questions or discussion and the monthly report of Chief of Department was approved.

4. REGULAR CALENDAR -- NEW BUSINESS

C. Progress Report

FY 1999-2000 Proposed Budget Review and Appropriations Process

Debra Ward, Chief Fiscal Officer, presented the overview. She informed the Commission that on May 28, 1999, the department had submitted a baseline budget of \$171.4 and a budget request of \$9 million to the Mayor's Office. Neither the baseline budget nor the budget request included the \$8.5 to \$9 million cost of the recently negotiated Memorandum of Understanding (MOU) with Local 798. In addition, the approximate cost of \$2.5 - \$3 million for the upcoming Local 790 contract was not included. Ms. Ward stated that she had been assured by the Mayor's Office that these costs would not come from the department's baseline budget or budget request.

Ms. Ward related that the next step in the process is a meeting with the Board of Supervisors' Budget Analyst who may make cuts in travel, training and new positions. On Saturday, June 20th, there will be a public hearing of the proposed City budget, and on June 22nd the department has a final appearance before the Finance and Labor Committee. In conclusion, Ms. Ward noted that 47 new positions had been approved, with 36 of these positions in Operations, and the BLS tier had been fully funded.

Commissioner Nakajo pointed out that there are various dynamics at work in the Finance Committee. He suggested that like items in the budget should be isolated, grouped together and advocated for in order that they are not cut. Commissioner Nakajo emphasized the need for advocacy.

D. Public Comment

John Darmanin, Firefighter, wished to know how much had been allocated to the decontamination of turnouts. Ms. Ward responded that the proposed budget, at this level, did not contain line item allocations. Mr. Darmanin believed that the decontamination of turnouts was a capital item and, therefore, should be included. Ms. Ward explained that the capital item level had been raised from \$1,000 and one year useful life, to \$5000 and five years useful life and, therefore, the decontamination of turnouts did not qualify as a line item. Chief Demmons added that, regardless of the budget, the department is working on the decontamination of turnouts issue.

John Hanley, President, Firefighters Local 798, stated that firefighters are in full support of the contract and many came to this meeting to attest that fact.

Mr. Hanley wished to know when the report on the 9th Avenue and Noriega fire would be available. Chief Demmons responded that he was reviewing the draft report and it would be available in the coming week. Mr. Hanley wished to know if the report would be distributed to the firehouses. Chief Demmons indicated that that issue had not been decided yet since he had some concerns about individuals being targeted based on diversity. He emphasized that this was very disturbing to him. Mr. Hanley stated that the main concern is the amount of injuries sustained by the firefighters, namely, fourteen seriously injured. Chief Demmons added that he is especially concerned with the prevention of these injuries.

Mr. Hanley wished to know the status of the Rapid Intervention Team (RIT) concept since RIT has become a national standard; he believes that a general order is needed on this issue. Harold Gamble, Deputy Chief, Operations, responded that the department has a working draft and that a general order will be issued shortly.

Mark Hayes, Director, Local 798, had two items that he wished to address. First, he asked for a response to his previous inquiry of what criteria is being used for provisional appointments. He referred to two letters that had been written to the Chief of Department but so far had not been answered. Mr. Hayes believes that 1500 firefighters have the right to know the criteria for provisional appointments.

Mr. Hayes' second item dealt with H1 and H3 training. He is concerned with the lack of training time in order for these individuals to be fully cross-trained. Minimum training consists of six months on an engine and six months on a truck and individuals that only have six months on an engine and six months considered to be fully cross-trained. Mr. Hayes implored the department to provide the full training since the current halfway training is not sufficient.

Chief Demmons referred Mr. Hayes to General Order 9831 regarding criteria for provisional appointments. He remarked that he was concerned about the misconceptions on this particular issue.

Chief Demmons declared that the administration of the department continues to be available to Local 798 to discuss any concerns that they may have, including concerns about training. He asked Mr. Hayes to contact the Chief's office.

Mr. Hayes reiterated his concern regarding more training. He noted that in his conversation with Chief Shortall, EMS, regarding training, Chief Shortall observed that there were currently 700 individuals with fewer than three years of experience and 350 individuals with fewer than five years of experience.

Paula Gamick, Firefighter, member, Steering Committee of Women's Group, wished to say that everyone was grateful for the contract.

Art Citron, retired, Assistant Chief, Airport, wished to speak on behalf of John Darmanin, who was a Special Operations Training Officer, Airport, during the time that the incident occurred to which Mr. Darmanin has repeatedly referred to as a "cover-up". Mr. Darmanin reported directly to Mr. Citron at this time.

(Tape recorder operating and tape on).

Mr. Citron stated that the actions, which occurred during this incident, were brought to the attention of Chief Demmons and the Administration. He believes that all were violations of the rules and regulations of the department and should have been investigated in a timely manner. Furthermore, the reports written by John Darmanin, Nancy Hoech and himself were ignored and not investigated. This led him to believe that there was a cover-up. Two and a one-half years later, these same issues are still unresolved. Mr. Citron believes that since it is the responsibility of the Commission to oversee the department, and being that the department has opted to bury these issues resulting in extreme difficulties for the two individuals concerned, it is incumbent on the Commission to resolve this issue as quickly as possible.

John Darmanin, speaking as a private citizen, thanked Chief Citron, retired, and wished to point out Mr. Citron's seeming frustration. Mr. Darmanin stated that the incident Mr. Citron spoke of, was what he had attempted to explain at the last meeting but it had not been reported accurately in the minutes. This was an incident that never should have occurred, an incident which was reported according to the rules and regulations but which the department was unwilling to investigate.

Mr. Darmanin believes that Chief Demmons was aware of the incident based on the reports he received and that the standard operating procedure for the department would have been to investigate. Mr. Darmanin alleges that there is a pattern of abuse of authority and misconduct at the highest levels of the Fire Department beginning with Chief Demmons, and includes retired Deputy Chief Condon, current Deputy Chief Gamble and Assistant Chief Bernie Lee. According to the report he had submitted, Mr. Darmanin believes that the conduct of Assistant Chief Bernie Lee and retired Deputy Chief Condon was embarrassing and indicated mistreatment of Nancy Hoech. At this time, Ms Hoech was Mr. Darmanin's secretary and also worked for Mr. Citron. Mr. Darmanin believes the mistreatment of Ms. Hoech has to do with who Ms. Hoech is, i.e., the daughter of Captain Ahern, retired, with a brother and uncles serving in the San Francisco Fire Department. Mr. Darmanin believes that Chief Condon, retired, was aware of what had occurred but chose not to take any action just as the current Chief is not taking any action because his immediate subordinates are involved. Mr. Darmanin pointed to lawsuits that had been filed with EEOC Complaint Investigations since the department chose not to investigate the incident. Mr. Darmanin believes that a double standard is being used. In closing, Mr. Darmanin stated that he believes that there will be a change in the Administration of the Fire Department in the near future, and he is in support of such a change.

John Cooper, Deputy City Attorney, wished to address the Commission and the public regarding the incident to which Mr. Darmanin has referred to as a cover-up. Mr. Cooper declared that federal Judge Marvin had ruled that Ms. Hoech had not been wronged, that the department's search and consequent actions were entirely proper and that the matter rests on that basis. All of Ms. Hoech's charges were dismissed. Mr. Darmanin may feel that she has been wronged but the court disagreed.

John Darmanin corrected Mr. Cooper and stated that he was wrong, and that Judge Armstrong did not rule to drop all charges. Mr. Darmanin stated that Mr. Cooper was mistaken or that he was lying. Mr. Darmanin believes that Mr. Cooper made a strong statement, which necessitates a strong response.

President Fernandez-Pifer called Mr. Darmanin out of order. Mr. Darmanin continued, still accusing Mr. Cooper of inaccurate statements and outright lies. He was called out of order again by President Fernandez-Pifer, who also informed Mr. Darmanin that the Commission was aware of the settlement and its basis. Mr. Darmanin continued, asserting that if there was a settlement then the charges could not be dropped. President Fernandez-Pifer called Mr. Darmanin out of order again, and stated that if any further explanation is needed regarding the content of the case or the dismissal, it will come from the City Attorney's office.

Chief Demmons stated that the Commission should not be abused and attacked. As Chief of Department, he will not allow the Commission, its representatives and members of the public to be shown disrespect during proceedings. He firmly believes that everyone has a right to speak before the Commission but they should be respectful of one another. As Chief of Department, he can not remain silent and allow disrespect shown to the Commission and its orders ignored as they try to bring order to the proceedings.

John Darmanin stated that if the Commission feels that he has been disrespectful, he apologizes since that was not his intent. He continued that he was only trying to correct Mr. Cooper's statement to the Commission and the public. President Fernandez-Pifer noted that Mr. Cooper was technically correct in terms of the case's dismissal. Mr. Darmanin continued to argue and was called out of order again. President Fernandez-Pifer advised Mr. Darmanin that an accessible public record exists, and any further comment that he may have attempting to change the record will not be useful. The Commission has been notified of the outcome of the case and a public record exists. Mr. Darmanin continues, arguing that a settlement had not been reached or formalized. President Fernandez -Pifer begged to differ with him on this point, as did the City Attorney, and referred him again to the public record.

Bob Arzave, Director, Local 798, wished to review a letter that the members of Station 2, Chinatown, sent to the Mayor. The letter reads as follows: *Dear Mayor Brown: We the undersigned Firefighters work at Station 2, Chinatown. All of us were born and raised in the Outer Mission, coming from the Excelsior, Glenn Park, Balboa Terrace and even the Sunnydale Projects. All but one of us attended Balboa High School; the other graduated from Riordan High School. We come from working class families. Our fathers were teamsters, longshoremen, shipyard workers and construction workers. They were all proud to be members of the union, and have raised to have the same pride and belief in our union, San Francisco Firefighters Local 798. We share one other common bond - we are all of Mexican descent. It has been brought to our attention that members of the Black Firefighters Association are writing you to complain about the newly negotiated contract with San Francisco Firefighters Local 798, specifically, the clause that deals with agency shop. We feel that the contract negotiated by Local 798 with the Fire Department is fair and just for all members of the bargaining unit. It is our feeling that agency shop is long overdue, and that no member of this department should have representation without taxation. Some members have had a free ride for too long. Your Honor, we have over a 110 years of combined service time in the San Francisco Fire Department. We have lived through all the allegations about the Fire Department and our union, most of which we found to be vastly exaggerated or fabricated. We do not believe that our union dues or the per capita rate to the IFFF has ever been used against people of color or women. We stand by our Local's vote not to become a signatory to the Consent Decree since it does not treat fair and equally. In fact, Mr. Mayor, we believe aspects of the Consent Decree, such as the lost seniority points, has hurt our chances for promotion. Mayor Brown, please, do not let any individuals misrepresent the facts about our union so that they can reap the benefits from our dues without paying their fair share. Sincerely, Christopher Diaz, Michael Guttman, Thomas Villafuerte, Jim Cortez and Bob Arzave. Mr.*

Arzave apprised the Commission of his election to the Board of Directors of San Francisco Firefighters Local 798.

Tyrone Pruitt, Treasurer, San Francisco Black Firefighters Association, wished to speak on the issue of agency shop. Mr. Pruitt stated that his association had sent a letter to the Commission, the Fire Department and the Board of Supervisors outlining their opposition to agency shop. He had noted comments of "free ride" and "time that everyone paid their fair share". Mr. Pruitt believes that if Local 798 wished to have full representation and to discuss the agency shop issue, an effort should have been to discover the reasons why the black firefighters left Local 798 in the first place. Mr. Pruitt wished to remind everyone that the black firefighters were a key element in changing the department and bringing diversity to it. The Black Firefighters Association continues to fight for better working conditions even though they are not recognized by the Fire Department as the legal bargaining agent. In closing, Mr. Pruitt requested a meeting with the Commission to explain the Black Firefighters Association's opposition to agency shop.

Ed Londono, Los Bomberos de San Francisco, announced that members of Los Bomberos are in full support of the contract.

John Hanley, speaking on the issue of agency shop, declared that Firefighters Local 798 was the only union associated with the City of San Francisco that did not have the agency shop provision in its contract. Mr. Hanley believes that what is past is past and that everyone should look toward the future, with only six months left until the year 2000.

Vice President Roff, addressing John Cooper, Deputy City Attorney, wished clarification regarding the MOU/agency shop issue and the Commission's jurisdiction. Mr. Cooper responded that the MOU is a negotiated matter between the San Francisco Fire Department and Local 798. Vice President Roff addressed Tyrone Pruitt and advised him that the Commission appreciated hearing the Black Firefighters Association's opinion on the agency shop issue but was powerless to act on it.

There being no further business before the Commission, the meeting was adjourned at 7:40 p.m.



Tania Bauer
Secretary

JUL 08 1999

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No. 99-14

07-08-99A11:30 RCVD

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Special Meeting - Thursday - June 17, 1999 - 4:00 p.m.

698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for personal reasons.

Robert L. Demmons

- Chief of Department

2. PUBLIC COMMENT

There was no public comment on matters pertaining to the Closed Session.

3. FORMAL HEARING (Cont'd from Meetings of 03-11-99, 04-08-99 & 06-03-99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against four uniformed members of Engine 38 (resulting from an incident that occurred on 01-01-98), for violation of the Rules and Regulations as follows:

a) Captain Armando Mayorga

Section 1102 - Accountability
Section 1103 - Responsibilities
Section 1120 - Supervision
Section 1128 - Unusual Matters
GO 91 A-2 - Sexual Harassment
GO 95 A-64 - EEO Complaint Process
Section 3935 - False Reports and False Testimony
Section 2801 - Thorough Knowledge
Section 2802 - Enforcement of Rules, Regulations & Orders
Section 3922 - Acts Detrimental to Welfare of Department
Section 3936 - Unauthorized Visits to Places of Amusement
Section 2805 - Leadership
Section 2808 - Welfare of Subordinates
Section 3905 - Unfamiliarity with Rules
Section 3917 - First Alarm Areas
GO 89 A-100 - Adult Entertainment

b) Firefighters Barry Lo, William Storti and Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

c) Firefighters William Storti and Lenette Thompson

Additionally charged with

Section 3924 - Insubordination

d) Firefighter Lenette Thompson

Further charged with

Section 3925 - Proper Behavior

3. FORMAL HEARING (Continued)

(Cont'd from Meetings of 03-11-99, 04-08-99 & 06-03-99)

A) Hearing on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

B) Commission Deliberations on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

C) Exigentary Hearing on the Merits

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

The Fire Commission unanimously voted to convene in Closed Session.

The Fire Commission was in Closed Session from 4:40 p.m. to 7:40 p.m.

4. RECONVENE IN OPEN SESSION

A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b),

The Commission unanimously voted not to disclose any action taken during the Closed Session.

B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

The Commission unanimously voted not to disclose any of the discussion held during the Closed Session.

5. ADJOURNMENT

The meeting was adjourned at 7:45 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 7:45 p.m.



Tania Bauer
Secretary

JUL 08 1999

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JOURNAL OF PROCEEDINGS

07-03-99A11:30 RCVE

(MINUTES)FIRE COMMISSION

Regular Meeting - Thursday - June 24, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca and Commissioner Ted N. Soulis were excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joseph C. Asaro
Joanne Hayes-White
Gary P. Massetani

- Management Services
- Division of Airports
- Division of Training
- Support Services
- Fire Prevention (Acting)

Chief Officer - Staff:

Richard C. Shortall

- Emergency Medical Services

Chief Officers - Firefighting Services:

Paul J. Tabacco
Robert G. Boudoures
Arthur W. Kenney

- Division 1 (Acting)
- Division 2 (Acting)
- Division 3

2. Approval of the minutes of the Regular Meeting of June 10, 1999, and the Special Meeting of June 3, 1999.

Vice President Roff moved and Commissioner Nakajo seconded.

2. (Continued)

Prior to approval, John Darmanin wished to comment. Mr. Darmanin objected that the minutes did not reflect what was spoken at the June 10, 1999, meeting, and that his comments have been editorialized.

Furthermore, Mr. Darmanin called Deputy City Attorney John Cooper's statement regarding the Nancy Hoeck lawsuit totally false and wished the record corrected.

(Mr. Darmanin submitted his remarks as spoken at the June 10, 1999, meeting and they are attached).

President Fernandez-Pifer asked for approval of the minutes. Vice President Roff moved and Commissioner Nakajo seconded. The minutes were approved as presented.

The Secretary requested that the minutes be amended to include the following:

- (1) A written statement by James Cavellini, Assistant Chief, because he was unable to attend the June 10 Commission meeting at which time he intended to provide public comment regarding the proceedings of the May 29 meeting; and

- (2) A letter from Nancy Hoeck which she requested to be attached to the minutes of this meeting.

Vice President Roff moved to amend the minutes of the June 24, 1999, meeting to include the two statements and Commissioner Nakajo seconded.

There were no further questions or discussion and the minutes were approved, as amended.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "N") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Simon, Ramon Sgt.	H2 FF	06-13-99 thru 06-25-99	13	US Army Res. Camp Parks, CA	Attend Acti Duty Traini

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Frisella, David A.	H50 Assistant Chief	Service	May 06, 1999
Crabtree, James J.	H2 Firefighter	Service	May 28, 1999

(Note: Retirement Certificates will be presented at Fire Commission meeting of July 22, 1999)

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire prevention and Investigation concerning activities performed during May, 1999.

D) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during May, 1999.

3. CONSENT CALENDAR

E) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - JUNE 12, 1992

H40 Battalion Chief

Vincent Nolan
Douglas Goodin
Philip Kelber

Lorrie Kalos
Rod Bennett
Gary Leal

H20 Lieutenant

Zachary Pumphrey
Glenn Ortiz-Schuldt
Richard Busalacchi
Clyde Christobal

Dennis Zouzounis
Lonnie Magnusen
Nikki Griffey
Gary Caulfield

F) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - JUNE 1, 1992

H2 Firefighter

Rebecca Atwater
Denise L. Bailey
Bettrietta E. Dahlstrom
Nicolette S. Divecchio
Ketty S. Fedigan
Sarah J. Hamilton
Cary P. Butcher, III
John F. Dunn
Mortimer J. Joyce
Brendan P. McGorrin
Steven T. Selck
Patric A. Steele
Andre C. Williams
Angela R. Platzer
Marc E. Lopez

Jerry R. Shear
Joel H. Zemen
Samuel H. Ho
Allen Wong
Jimmy Yan
Harry Yee
David Yi
Katherine L. Alba
Antonio Luis Rocha
Wilfredo R. Varona
Patricia S. Flood
Mark A. Hardeman
Thomas J. Murphy
Peter Hung
Robert McDonald

(Note: The above H2 Firefighters are appointed
vice Attrition Management Savings)

3. CONSENT CALENDAR

G) Resignation

Submitting resignation of the following:

H2 Firefighter Chris Dowdell, effective close of business June 2, 1999.
(Resigned with satisfactory services.
Approximate length of service - one year.)

Probationary H2 Firefighter Peter Hung, effective close of business June 3, 1999.
(Resigned with satisfactory services.
Started work 06-01-99.)

Probationary H2 Firefighter Angela R. Platzer, effective close of business June 10, 1999.
(Resigned in order to return to Permanent 2320 position at Laguna Honda Hospital.
Started work 06-01-99.)

H) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - APRIL 26, 1999

1071 IS Manager

Michael Taylor
(vice: From Provisional
to Permanent)

I) Reassignment

Reporting that Eunice Booker has been separated from her Provisional 1220 Payroll Clerk position, effective close of business April 30, 1999. She is reassigned to her Permanent 1426 senior Clerk Typist position.

3. CONSENT CALENDAR

J) Lay-Off

Reporting the involuntary lay-off (lack of work) of Daniel Hubbard, A712 Hydrant Service Worker, effective close of business June 30, 1999.

K) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 29	98-9-199	03-06-99	574	C	File
Off: Capt. Mark Groshong; Drv: FF Thomas Haney					
Cause: Eng 29 backed into Eng 9 while returning to quarters; one guide was posted					
Truck 3	98-9-200	03-21-99	616	C	File
Off: T/Capt. James O'Connor; Drv: FF Daniel Douglas; Tlr: FF Jeffrey Malone					
Cause: Trk 3, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Trk 3's siren					
Truck 16	98-9-201	03-22-99	614	A	File
Off: T/Lt. Joseph King; Drv: FF Robert Bassett; Tlr: PX Tracy Caveretta					
Cause: Trk 16, while backing into quarters, struck the barrier pole in front of the door track; guides were posted					
Res Amb 38	98-9-202	03-27-99	710	A	File
Off: Capt. Armando Mayorga; Drv: FF Michael Thompson					
Cause: ResAmb 38, while backing into quarters, struck a parked car; guides were posted but driver did not hear warnings to stop					

3. CONSENT CALENDAR

K) Accidents (Continued)

Medic 5 98-9-203 03-27-99 716 B Bill
Off: Lt. Thomas Kelly

Cause: Medic 5, while parked in front of station, was struck by a roll over civilian vehicle

Battalion 4 98-9-204 03-29-99 913 B File
Off: B/C Anthony Simi; Drv: C/A Roger Verant

Cause: Malfunction of brakes - Batt 4, while attempting to stop, rear ended a civilian vehicle

EMS Van 98-9-205 03-30-99 501 B Bill
Drv: FF Jerry Tanaka

Cause: Hit and run - EMS van, while parked, was struck by a hit and run vehicle

Truck 19 98-9-206 03-30-99 612 B Bill
Off: Lt. Kevin Smith; Drv: FF Donald Kern; Tlr: FF Gregory Zanders

Cause: Trk 19 was following Eng 15 to an incident with red lights and siren and, while proceeding through intersection, was struck by a civilian vehicle attempting to speed through the intersection passing between the two apparatus

EMS Van 98-9-207 03-31-99 501 B Bill
Drv: FF Jerry Tanaka

Cause: While stopped at stop sign, EMS van was rear ended by a civilian vehicle

Truck 11 98-9-208 04-01-99 605 A File
Off: Lt. Jose Velo; Drv: FF Rick Gloistein; Tlr: FF Dennis King

Cause: Misjudged clearance - Trk 11 was exiting quarters and while making a tight right turn, tiller operator failed to correct in time to avoid striking a parked vehicle

D.O.T. Van 98-9-209 04-06-99 886 B Bill
Drv: FF Jeffrey Wong

Cause: DOT van, while parked in front of a driveway, was struck by a civilian vehicle backing out of the garage

3. CONSENT CALENDAR

K) Accidents (Continued)

Note:

Category/ A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

L) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for May, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
Jerald Grainger	\$ /\$1,756.34	98-9-055 (C) Trk 8	09-18-98
Matt O'Brien	6,897.93/ 3,448.93	98-9-082 (B) BFP	10-15-98
John Dempsey	657.14/ 904.49	98-9-137 (A) Eng 40	01-19-99
Nihal Pathirana	8,944.00/ 4,690.30	98-9-164 (B) Eng 8	02-27-99
James Ray	179.26	property damage	03-27-99
Stuart Beach	4,632.00	reimbursed med. insurance coverage	

3. CONSENT CALENDAR

M) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 15 through May 28, 1999.

N) Temporary Appointments

Reporting having made 387 temporary appointments May 15 through May 28, 1999.

Vice President Roff moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "N" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

Report having made 387 temporary appointments during Payroll Period May 15 through May 28, 1999.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	3	05/15/99
BOUDOURES ROBERT G	0040	0050	8	05/16/99
BRACCO RICHARD D	0040	0050	9	05/15/99
CARDINALE FRANK T	0040	0050	1	05/15/99
FERRY JAMES C	0040	0050	4	05/24/99
FERRY JAMES C	0040	0050	2	05/21/99
JONES PAUL D	0040	0050	1	05/28/99
MALONEY GEORGE W	0040	0050	2	05/18/99
MALONEY GEORGE W	0040	0050	2	05/15/99
SIMI ANTHONY M	0040	0050	2	05/15/99
TRACEY JAMES M	0040	0050	4	05/24/99
TRACEY JAMES M	0040	0050	4	05/18/99
TREANOR FRANK R	0040	0050	1	05/28/99
HSIEH ARTHUR	0033	0043	9	05/17/99
BONNEL MICHAEL W	0030	0040	2	05/26/99
BONNEL MICHAEL W	0030	0040	2	05/23/99
BONNEL MICHAEL W	0030	0040	2	05/20/99
BONNEL MICHAEL W	0030	0040	2	05/17/99
CAREY WILLIAM G	0030	0040	2	05/26/99
CAREY WILLIAM G	0030	0040	2	05/23/99
CAREY WILLIAM G	0030	0040	1	05/15/99
CARLOMAGNO JOSEPH	0030	0040	3	05/15/99
CHIN PAUL H	0030	0040	2	05/27/99
GROSHONG MARK V	0030	0040	2	05/22/99
LEANIO PHILIP F	0030	0040	1	05/15/99
LONG WILLIAM E	0030	0040	2	05/22/99
MASSETANI GARY	0030	0040	5	05/17/99
NOLAN MICHAEL J	0030	0040	2	05/27/99
NOLAN MICHAEL J	0030	0040	2	05/18/99
NOLAN MICHAEL J	0030	0040	2	05/15/99
ODONNELL EDWARD JR	0030	0040	1	05/28/99
ODONNELL EDWARD JR	0030	0040	2	05/19/99
PEEFF JOHN T	0030	0040	2	05/27/99
PEEFF JOHN T	0030	0040	2	05/24/99
PEEFF JOHN T	0030	0040	2	05/18/99
PEEFF JOHN T	0030	0040	2	05/15/99
ROYBAL PETER D	0030	0040	2	05/23/99
ROYBAL PETER D	0030	0040	2	05/20/99
ROYBAL PETER D	0030	0040	3	05/15/99
SERAFINI WILLIAM F	0030	0040	1	05/28/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

SERAFINI WILLIAM F	0030	0040	2	05/22/99	05/23/99
SERAFINI WILLIAM F	0030	0040	2	05/16/99	05/17/99
SIRAGUSA THOMAS A	0030	0040	2	05/27/99	05/28/99
SIRAGUSA THOMAS A	0030	0040	2	05/21/99	05/22/99
STEFANI ANTHONY R	0030	0040	2	05/21/99	05/22/99
TRAINOR RONALD E	0030	0040	2	05/23/99	05/24/99
TRAINOR RONALD E	0030	0040	1	05/15/99	05/15/99
WILHELM ROGER J	0030	0040	2	05/26/99	05/27/99
WILHELM ROGER J	0030	0040	2	05/23/99	05/24/99
WILHELM ROGER J	0030	0040	2	05/20/99	05/21/99
FARRIS KENNETH	0030	0039	5	05/17/99	05/21/99
KOCHEVAR RICHARD	0030	0039	8	05/17/99	05/27/99
RYAN THOMAS	0030	0039	10	05/17/99	05/28/99
CERNA GEORGE	0001	0033	2	05/18/99	05/19/99
CHOCKER KEVIN	0001	0033	11	05/16/99	05/28/99
CHRISTY JOHN	0001	0033	2	05/22/99	05/23/99
DAVIS ARTHUR	0001	0033	8	05/17/99	05/27/99
HARDCASTLE STEVEN	0001	0033	4	05/19/99	05/21/99
JENNER DARREN	0001	0033	9	05/17/99	05/27/99
KUZMA ROBERT	0001	0033	10	05/15/99	05/28/99
MCDEVITT CHARLES	0001	0033	2	05/25/99	05/26/99
ORTIZ SCHULDT GLENN	0020	0033	11	05/15/99	05/27/99
ROBINSON ANTHONY	0020	0033	4	05/16/99	05/20/99
STOREY ERIC	0001	0033	5	05/15/99	05/27/99
TONG SANDY	0001	0033	9	05/18/99	05/28/99
ARTEMOFF GEORGE S	0020	0030	2	05/18/99	05/19/99
BARAONA EUGENE A	0020	0030	2	05/25/99	05/26/99
BARAONA EUGENE A	0020	0030	2	05/22/99	05/23/99
BARAONA EUGENE A	0020	0030	2	05/19/99	05/20/99
BARAONA EUGENE A	0020	0030	2	05/16/99	05/17/99
BARTELS WILLIAM J	0020	0030	2	05/25/99	05/26/99
BARTELS WILLIAM J	0020	0030	2	05/16/99	05/17/99
BATISTE WALTER D	0020	0030	2	05/17/99	05/18/99
BOKURA STEVEN MASAOKI	0020	0030	2	05/23/99	05/24/99
BONNIE WM SCOTLAND	0020	0030	4	05/24/99	05/28/99
BONNIE WM SCOTLAND	0020	0030	2	05/21/99	05/22/99
BONNIE WM SCOTLAND	0020	0030	2	05/18/99	05/19/99
BONNIE WM SCOTLAND	0020	0030	2	05/15/99	05/16/99
BRYANT MICHAEL R	0020	0030	2	05/25/99	05/26/99
CAREY JAMES M	0020	0030	2	05/25/99	05/26/99
CAREY JAMES M	0020	0030	2	05/22/99	05/23/99
CARROLL DAVID A	0020	0030	2	05/20/99	05/21/99
CARROLL DAVID A	0020	0030	1	05/15/99	05/15/99
CUNNIE MICHAEL J	0020	0030	2	05/25/99	05/26/99
CUNNIE MICHAEL J	0020	0030	2	05/22/99	05/23/99
CUNNIE MICHAEL J	0020	0030	2	05/16/99	05/17/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

DITO AUSTIN M	0020	0030	2	05/23/99	05/24/99
DRYDEN DONALD K	0020	0030	2	05/22/99	05/23/99
ERLER RUDOLPH L	0020	0030	4	05/19/99	05/23/99
FORBES JOHN J III	0020	0030	2	05/17/99	05/18/99
FRANKLIN DAVID	0020	0030	10	05/17/99	05/28/99
FREDIANI DONALD L	0020	0030	4	05/24/99	05/28/99
FREDIANI DONALD L	0020	0030	2	05/21/99	05/22/99
FREDIANI DONALD L	0020	0030	2	05/18/99	05/19/99
FREDIANI DONALD L	0020	0030	2	05/15/99	05/16/99
FUHRMAN PAUL	0020	0030	2	05/17/99	05/18/99
GARRY KEVIN J	0020	0030	2	05/27/99	05/28/99
GARRY KEVIN J	0020	0030	2	05/24/99	05/25/99
GARRY KEVIN J	0020	0030	2	05/21/99	05/22/99
GUTIERREZ RICHARD	0020	0030	2	05/18/99	05/19/99
GUTIERREZ RICHARD	0020	0030	1	05/28/99	05/28/99
GUTIERREZ RICHARD	0020	0030	2	05/25/99	05/26/99
GUTIERREZ RICHARD	0020	0030	2	05/19/99	05/20/99
HANSEN JERRY E	0020	0030	2	05/16/99	05/17/99
HENTZ JAMES R	0020	0030	2	05/15/99	05/17/99
HENTZ JAMES R	0020	0030	2	05/26/99	05/27/99
JEBE HENRY, H III	0020	0030	2	05/23/99	05/24/99
JEBE HENRY H III	0020	0030	2	05/27/99	05/28/99
JEBE HENRY H III	0020	0030	2	05/24/99	05/25/99
JEBE HENRY H III	0020	0030	4	05/18/99	05/22/99
JONES MICHAEL	0020	0030	2	05/15/99	05/16/99
JONES MICHAEL	0020	0030	2	05/24/99	05/25/99
JONES MICHAEL	0020	0030	2	05/21/99	05/22/99
JONES WINONA M	0020	0030	2	05/18/99	05/19/99
KILGARIFF JAMES K	0020	0030	4	05/22/99	05/26/99
KILGARIFF JAMES K	0020	0030	1	05/28/99	05/28/99
KING ALEXANDER M	0020	0030	4	05/22/99	05/26/99
KING ALEXANDER M	0020	0030	1	05/28/99	05/28/99
KING ALEXANDER M	0020	0030	2	05/22/99	05/23/99
KING ALEXANDER M	0020	0030	2	05/19/99	05/20/99
LAUER RICHARD L	0020	0030	2	05/16/99	05/17/99
LAUER RICHARD L	0020	0030	2	05/27/99	05/28/99
LAUER RICHARD L	0020	0030	4	05/18/99	05/22/99
LEE JAMES J	0020	0030	2	05/15/99	05/16/99
LEE JAMES J	0020	0030	4	05/20/99	05/27/99
LEONARD ALLAN J	0020	0030	3	05/15/99	05/18/99
LIGGINS EDWARD JR	0020	0030	3	05/15/99	05/21/99
MAY GARY A	0020	0030	4	05/24/99	05/28/99
MCHUGH JAMES E	0020	0030	7	05/16/99	05/28/99
MCHUGH JAMES E	0020	0030	1	05/28/99	05/28/99
MCKEON JOSEPH B	0020	0030	4	05/19/99	05/26/99
MOLINARI ROBERT M	0020	0030	2	05/20/99	05/21/99
MONTAGUE GARY M	0020	0030	7	05/15/99	05/27/99
MONTAGUE GARY M	0020	0030	4	05/24/99	05/28/99
MONTAGUE GARY M	0020	0030	2	05/21/99	05/22/99

3. CONSENT' CALENDAR

N) Temporary Appointments (Continued)

MONTAGUE GARY M	0020	0030	2	05/18/99	05/19/99
MONTAGUE GARY M	0020	0030	2	05/15/99	05/16/99
MURRAY THOMAS E	0020	0030	4	05/23/99	05/27/99
MURRAY THOMAS E	0020	0030	3	05/15/99	05/18/99
PINKARD HARRY T	0020	0030	2	05/19/99	05/20/99
PINKARD HARRY T	0020	0030	2	05/16/99	05/17/99
PLESCIA MATTHEW V	0020	0030	2	05/26/99	05/27/99
RELEI ROBERT E	0020	0030	2	05/25/99	05/26/99
RELEI ROBERT E	0020	0030	2	05/22/99	05/23/99
RIEMER JAMES G	0020	0030	1	05/28/99	05/28/99
RIEMER JAMES G	0020	0030	2	05/22/99	05/23/99
RIEMER JAMES G	0020	0030	2	05/16/99	05/17/99
RIPOLL GEORGE J	0020	0030	2	05/22/99	05/23/99
RIPOLL GEORGE J	0020	0030	2	05/19/99	05/20/99
RIPOLL GEORGE J	0020	0030	2	05/16/99	05/17/99
ROBINSON RICHARD	0020	0030	1	05/28/99	05/28/99
ROSS MARTY A	0020	0030	4	05/24/99	05/28/99
SOULE ANTHONY P	0020	0030	2	05/26/99	05/27/99
SOULE ANTHONY P	0020	0030	2	05/23/99	05/24/99
SOULE ANTHONY P	0020	0030	2	05/20/99	05/21/99
SOULE ANTHONY P	0020	0030	2	05/17/99	05/18/99
STEWART GREGORY	0020	0030	1	05/28/99	05/28/99
VASQUEZ MANUEL M	0020	0030	1	05/15/99	05/15/99
WALSH FREDERICK C	0020	0030	2	05/27/99	05/28/99
WALSH FREDERICK C	0020	0030	2	05/20/99	05/21/99
WANGARA BERNNE	0020	0030	4	05/20/99	05/24/99
WANGARA BERNNE	0020	0030	1	05/15/99	05/15/99
WILSON JOSEPH	0020	0030	9	05/17/99	05/28/99
BANFORD ETHAN	0020	0028	4	05/17/99	05/20/99
CASTELLANOS RUDOLPH	0020	0028	9	05/17/99	05/27/99
DEA EDMUND	0020	0028	10	05/17/99	05/28/99
DRISCOLL JOSEPH	0020	0028	10	05/17/99	05/28/99
FIELDS MONICA	0020	0028	5	05/17/99	05/21/99
HALE REX	0020	0028	1	05/17/99	05/17/99
HIGGINS JOSEPH	0020	0028	10	05/17/99	05/28/99
JONES GREGORY	0020	0028	5	05/17/99	05/21/99
LABRADO RUDOLPH	0020	0028	5	05/20/99	05/26/99
MCGREGOR RAEMONA	0020	0028	4	05/17/99	05/20/99
MULLANEY PATRICK	0020	0028	10	05/17/99	05/28/99
RABBITT BRIAN	0020	0028	10	05/17/99	05/28/99
GHILARDI EDWARD J JR	0010	0020	2	05/22/99	05/23/99
HUNTER SHELIA V	0010	0020	2	05/26/99	05/27/99
JOHNSON DAVID ALAN	0010	0020	4	05/21/99	05/25/99
JOHNSON DAVID ALAN	0010	0020	2	05/18/99	05/19/99
JOHNSON DAVID ALAN	0010	0020	2	05/15/99	05/16/99
OWYANG GREGORY	0010	0020	8	05/17/99	05/27/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

RIBA DOUGLAS	0010	0020			
SELLIN STEPHEN M	0010	0020	2	05/26/99	05/27/99
SELLIN STEPHEN M	0010	0020	2	05/23/99	05/24/99
SELLIN STEPHEN M	0010	0020	2	05/20/99	05/21/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/17/99	05/18/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/27/99	05/28/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/24/99	05/25/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/21/99	05/22/99
VANDERVENNET JOHN	0010	0020	2	05/15/99	05/16/99
			7	05/15/99	05/24/99
BACCIOCCO LOUIS F	0002	0020			
BACCIOCCO LOUIS F	0002	0020	1	05/28/99	05/28/99
BALMY ALEC MICHAEL	0002	0020	8	05/16/99	05/26/99
BALMY ALEC MICHAEL	0002	0020	1	05/28/99	05/28/99
BARCOJO JOHN	0002	0020	4	05/19/99	05/23/99
BARNES CARL ANTHONY	0002	0020	1	05/15/99	05/15/99
BECKERLEY JOHN G	0002	0020	2	05/27/99	05/28/99
BECKERLEY JOHN G	0002	0020	3	05/22/99	05/28/99
BECKERLEY JOHN G	0002	0020	2	05/19/99	05/20/99
BERTOLLO WALTER	0002	0020	2	05/16/99	05/17/99
BLACKBURN ROBERT G	0002	0020	5	05/15/99	05/21/99
BLAKE JAMES M	0002	0020	4	05/15/99	05/22/99
BLAKE JAMES M	0002	0020	2	05/27/99	05/28/99
BLAKE RICHARD	0002	0020	2	05/18/99	05/19/99
BOTELHO ERIC J	0002	0020	1	05/15/99	05/15/99
CHARLTON MICHAEL B	0002	0020	2	05/20/99	05/21/99
CHARLTON MICHAEL B	0002	0020	5	05/22/99	05/28/99
CHARLTON MICHAEL B	0002	0020	2	05/19/99	05/20/99
CHU EDWARD Y	0002	0020	2	05/16/99	05/17/99
CHU EDWARD Y	0002	0020	1	05/28/99	05/28/99
CHU EDWARD Y	0002	0020	2	05/25/99	05/26/99
COFFEY STEPHEN P	0002	0020	2	05/19/99	05/20/99
COTTRELL PETER	0002	0020	6	05/15/99	05/22/99
CRAWFORD PAUL CARL	0002	0020	6	05/18/99	05/27/99
CRISPEN DEAN MATHEW	0002	0020	2	05/23/99	05/24/99
CRISPEN DEAN MATHEW	0002	0020	2	05/23/99	05/24/99
CRISPEN DEAN MATHEW	0002	0020	2	05/20/99	05/21/99
CUNNANE JAMES P	0002	0020	2	05/17/99	05/18/99
CUNNANE JAMES P	0002	0020	2	05/26/99	05/27/99
CUNNANE JAMES P	0002	0020	4	05/20/99	05/24/99
DELANE MICHAEL	0002	0020	3	05/15/99	05/18/99
DIAZ CHRISTOPHER A	0002	0020	10	05/17/99	05/28/99
DIAZ CHRISTOPHER A	0002	0020	2	05/27/99	05/28/99
DICKERSON WILLIAM	0002	0020	2	05/15/99	05/16/99
DICKERSON WILLIAM	0002	0020	2	05/26/99	05/27/99
DICKERSON WILLIAM	0002	0020	2	05/23/99	05/24/99
DICKERSON WILLIAM	0002	0020	2	05/20/99	05/21/99
DILUZIO JOHN A	0002	0020	2	05/17/99	05/18/99
DOBSHINSKY JOHN	0002	0020	3	05/15/99	05/18/99
			1	05/15/99	05/15/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

DONNELLY RAYMOND J	0002	0020	2	05/27/99	05/28/99
DONNELLY RAYMOND J	0002	0020	2	05/24/99	05/25/99
DONNELLY RAYMOND J	0002	0020	2	05/21/99	05/22/99
DONNELLY RAYMOND J	0002	0020	2	05/18/99	05/19/99
DUNN GERALD R	0002	0020	4	05/24/99	05/28/99
FALLS GARY J	0002	0020	4	05/17/99	05/21/99
FITZPATRICK JOSEPH	0002	0020	2	05/26/99	05/27/99
FITZPATRICK JOSEPH	0002	0020	2	05/23/99	05/24/99
FITZPATRICK JOSEPH	0002	0020	1	05/15/99	05/15/99
GALLAGHER PETER J	0002	0020	2	05/24/99	05/25/99
GALLAGHER PETER J	0002	0020	2	05/21/99	05/22/99
GALLAGHER PETER J	0002	0020	2	05/15/99	05/16/99
GIBSON BERNARD D	0002	0020	4	05/23/99	05/27/99
GISSLER JACK A	0002	0020	3	05/22/99	05/28/99
GISSLER JACK A	0002	0020	2	05/19/99	05/20/99
GISSLER JACK A	0002	0020	2	05/16/99	05/17/99
GOGGIN DONALD JAMES	0002	0020	2	05/23/99	05/24/99
GRAYS ERNEST P	0002	0020	2	05/26/99	05/27/99
GREGORY STEPHAN H	0002	0020	2	05/27/99	05/28/99
GREGORY STEPHAN H	0002	0020	2	05/18/99	05/19/99
GRIMESEY PATRICK E	0002	0020	2	05/25/99	05/26/99
GRIMESEY PATRICK E	0002	0020	2	05/19/99	05/20/99
HALLGREN CHARLES E	0002	0020	2	05/26/99	05/27/99
HANLEY JOHN F	0002	0020	6	05/16/99	05/23/99
HERRERA RUBEN	0002	0020	2	05/25/99	05/26/99
HERRERA RUBEN	0002	0020	2	05/22/99	05/23/99
HESTER JOHN W	0002	0020	1	05/28/99	05/28/99
HILL STEVEN H	0002	0020	4	05/24/99	05/28/99
HILL STEVEN H	0002	0020	2	05/18/99	05/19/99
HILL STEVEN H	0002	0020	2	05/15/99	05/16/99
HOGAN WILLIAM D	0002	0020	1	05/28/99	05/28/99
HOGAN WILLIAM D	0002	0020	2	05/24/99	05/25/99
HOGAN WILLIAM D	0002	0020	2	05/20/99	05/21/99
HORTON JOSEPH MICHAEL	0002	0020	2	05/27/99	05/28/99
HURTADO VICTOR GABRIEL	0002	0020	2	05/21/99	05/22/99
HURTADO VICTOR GABRIEL	0002	0020	2	05/18/99	05/19/99
HURTADO VICTOR GABRIEL	0002	0020	2	05/15/99	05/16/99
JONES KENNETH R	0002	0020	2	05/26/99	05/27/99
JONES KENNETH R	0002	0020	5	05/15/99	05/21/99
KANE MARK E	0002	0020	2	05/23/99	05/24/99
KANE MARK E	0002	0020	5	05/15/99	05/21/99
KANNISTO RICHARD A	0002	0020	4	05/21/99	05/25/99
KEOHANE JERRY E	0002	0020	2	05/25/99	05/26/99
KEOHANE JERRY E	0002	0020	2	05/22/99	05/23/99
KING JOSEPH L	0002	0020	6	05/21/99	05/28/99
KING JOSEPH L	0002	0020	2	05/15/99	05/16/99
KNIGHT ROHAN	0002	0020	2	05/27/99	05/28/99
KNIGHT ROHAN	0002	0020	2	05/24/99	05/25/99
KNIGHT ROHAN	0002	0020	2	05/21/99	05/22/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

KNIGHT ROHAN	0002	0020	2	05/18/99	05/19/99
KOENIG WILLIAM G	0002	0020	3	05/25/99	05/28/99
KOENIG WILLIAM G	0002	0020	2	05/22/99	05/23/99
LAU KERBY	0002	0020	4	05/16/99	05/20/99
LEE SONNY T	0002	0020	8	05/15/99	05/28/99
LEE SONNY T	0002	0020	2	05/24/99	05/25/99
LEE SONNY T	0002	0020	2	05/21/99	05/22/99
LEE SONNY T	0002	0020	2	05/18/99	05/19/99
LOMBARDI KENNETH A	0002	0020	2	05/15/99	05/16/99
MARTINEZ ANTHONY DAMON	0002	0020	2	05/20/99	05/21/99
MARTINEZ ANTHONY DAMON	0002	0020	4	05/23/99	05/27/99
MATEIK ROBERT STEPHEN	0002	0020	3	05/15/99	05/18/99
MCCULLOCH TRACIE KAY	0002	0020	2	05/21/99	05/22/99
MERRILL CLIFTON D	0002	0020	2	05/27/99	05/28/99
MERRILL CLIFTON D	0002	0020	2	05/27/99	05/28/99
MIELKE ROBERT T	0002	0020	2	05/18/99	05/19/99
MIELKE ROBERT T	0002	0020	2	05/21/99	05/22/99
MULHAIR LESLIE K	0002	0020	2	05/18/99	05/19/99
MULHAIR LESLIE K	0002	0020	1	05/28/99	05/28/99
MULHAIR LESLIE K	0002	0020	2	05/25/99	05/26/99
MULHAIR LESLIE K	0002	0020	2	05/22/99	05/23/99
MUNIZ ROBERT P	0002	0020	2	05/19/99	05/20/99
MUNIZ ROBERT P	0002	0020	1	05/28/99	05/28/99
NAVARRET BRUCE A	0002	0020	2	05/22/99	05/23/99
NAVARRET BRUCE A	0002	0020	2	05/27/99	05/28/99
NAVARRET BRUCE A	0002	0020	2	05/24/99	05/25/99
OLEARY MICHAEL E	0002	0020	2	05/18/99	05/19/99
OLEARY MICHAEL E	0002	0020	2	05/26/99	05/27/99
OLEARY MICHAEL E	0002	0020	2	05/23/99	05/24/99
OLEARY MICHAEL E	0002	0020	2	05/20/99	05/21/99
ORENGO JOE C JR	0002	0020	2	05/17/99	05/18/99
OSHEA JOHN P	0002	0020	2	05/26/99	05/27/99
OSHEA JOHN P	0002	0020	1	05/28/99	05/28/99
OSHEA JOHN P	0002	0020	2	05/25/99	05/26/99
O'SULLIVAN KEVIN	0002	0020	2	05/22/99	05/23/99
PARATLEY ANITA DAWN	0002	0020	3	05/20/99	05/23/99
PARATLEY ANITA DAWN	0002	0020	2	05/26/99	05/27/99
PARATLEY ANITA DAWN	0002	0020	2	05/23/99	05/24/99
PARATLEY ANITA DAWN	0002	0020	2	05/20/99	05/21/99
PARENT JOHN	0002	0020	3	05/15/99	05/18/99
PATT MICHAEL DONALD	0002	0020	2	05/22/99	05/23/99
PATT MICHAEL DONALD	0002	0020	4	05/22/99	05/26/99
PLATT BRUCE E	0002	0020	2	05/19/99	05/20/99
PLATT BRUCE E	0002	0020	2	05/27/99	05/28/99
REY BRAD LAWRENCE	0002	0020	4	05/18/99	05/25/99
REY BRAD LAWRENCE	0002	0020	2	05/25/99	05/26/99
REYES CRISTEO A	0002	0020	2	05/22/99	05/23/99
RICHARDSON ERIC	0002	0020	1	05/27/99	05/27/99
		0020	2	05/22/99	05/23/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

RITTER DAVID C	0002	0020	4	05/23/99	05/27/99
RITTER DAVID C	0002	0020	1	05/15/99	05/15/99
ROMERO SAMUEL NMI	0002	0020	3	05/17/99	05/23/99
SAITZ DAVID CLEMENT	0002	0020	2	05/26/99	05/27/99
SAITZ DAVID CLEMENT	0002	0020	2	05/23/99	05/24/99
SAITZ DAVID CLEMENT	0002	0020	1	05/15/99	05/15/99
SALA SIULAGI L	0002	0020	2	05/27/99	05/28/99
SERPA ANTHONY J	0002	0020	3	05/15/99	05/18/99
SKAIN PATRICK M	0002	0020	6	05/18/99	05/28/99
SLATTERY RICHARD F	0002	0020	3	05/25/99	05/28/99
SLATTERY RICHARD F	0002	0020	2	05/22/99	05/23/99
SLATTERY RICHARD F	0002	0020	2	05/16/99	05/17/99
STORTI WILLIAM OLIVER	0002	0020	1	05/15/99	05/15/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	05/27/99	05/28/99
SULLIVAN DENNIS WILLIAM	0002	0020	2	05/24/99	05/25/99
SULLIVAN GERALD	0002	0020	5	05/15/99	05/27/99
SUN DAVID	0002	0020	2	05/26/99	05/27/99
SUN DAVID	0002	0020	2	05/23/99	05/24/99
SUN DAVID	0002	0020	2	05/20/99	05/21/99
SUN DAVID	0002	0020	2	05/17/99	05/18/99
TSUJIMOTO RONNY B	0002	0020	2	05/27/99	05/28/99
TSUJIMOTO RONNY B	0002	0020	2	05/18/99	05/19/99
TSUJIMOTO RONNY B	0002	0020	2	05/15/99	05/16/99
TUIASOSOPO JOHN MISIATA	0002	0020	2	05/22/99	05/23/99
WINSLOW ROBERT EDWARD	0002	0020	1	05/25/99	05/25/99
WINSLOW ROBERT EDWARD	0002	0020	2	05/16/99	05/17/99
WONG BARRY D	0002	0020	2	05/22/99	05/23/99
WONG MIKE JAMES	0002	0020	1	05/28/99	05/28/99
WONG MIKE JAMES	0002	0020	2	05/19/99	05/20/99
WONG SUEON F	0002	0020	3	05/25/99	05/28/99
WYRSCH VICTOR HERMAN	0002	0020	5	05/15/99	05/21/99
WONG JEFFREY	0002	0016	10	05/17/99	05/28/99
BALMY ALEC MICHAEL	0002	0010	2	05/16/99	05/17/99
BIAGINI DANIEL	0002	0010	7	05/16/99	05/28/99
CARDINALE KATHRYN M C	0002	0010	2	05/19/99	05/20/99
CARDINALE KATHRYN M C	0002	0010	2	05/16/99	05/17/99
CELONA MICHAEL	0002	0010	3	05/22/99	05/28/99
DAILEY TERRY K	0002	0010	2	05/15/99	05/16/99
DUMONT ANTHONY JOSEPH	0002	0010	6	05/16/99	05/26/99
EMMONS CHRISTINE ELYSE	0002	0010	4	05/20/99	05/27/99
EVANOFF MARK A	0002	0010	2	05/18/99	05/19/99
FARRUGIA CHARLES G	0002	0010	2	05/26/99	05/27/99
FAUSS MICHAEL	0002	0010	2	05/17/99	05/18/99
FITZPATRICK JOSEPH	0002	0010	2	05/20/99	05/21/99
FREEBURY ALAN W	0002	0010	2	05/25/99	05/26/99
GORDON DAVID	0002	0010	6	05/15/99	05/23/99
GREENE ALISON KIM	0002	0010	2	05/24/99	05/25/99

3. CONSENT-CALENDAR

N) Temporary Appointments (Continued)

GREENE ALISON KIM	0002	0010	2	05/15/99	05/16/99
HAYES MARK T	0002	0010	2	05/21/99	05/22/99
HOOVER KENNETH GLENN	0002	0010	2	05/27/99	05/28/99
IBARRA RIVERA LUIS	0002	0010	2	05/18/99	05/19/99
JIANG CECILIA L	0002	0010	2	05/18/99	05/19/99
JONES KENNETH L	0002	0010	2	05/20/99	05/24/99
JONES MICKI A	0002	0010	4	05/24/99	05/28/99
KARAWANNY GEORGE	0002	0010	4	05/17/99	05/27/99
KUNST FRANK M	0002	0010	8	05/21/99	05/22/99
LABRADO EDWARD	0002	0010	2	05/18/99	05/19/99
LITCHFIELD DEAN C	0002	0010	2	05/22/99	05/23/99
MAHER EUGENE F	0002	0010	2	05/15/99	05/16/99
MARTINEZ ERICK A	0002	0010	2	05/16/99	05/17/99
MARTINEZ MARIA LOURDES	0002	0010	2	05/23/99	05/24/99
MATHEWS JENNIFER M	0002	0010	2	05/20/99	05/21/99
MOORE JAMES D	0002	0010	2	05/17/99	05/18/99
PAIGE JOEL BARRY	0002	0010	2	05/26/99	05/27/99
PAIGE JOEL BARRY	0002	0010	2	05/23/99	05/24/99
PAMPANIN VINCENT	0002	0010	1	05/28/99	05/28/99
POMPEO DANA	0002	0010	2	05/15/99	05/16/99
POSEY ALLEN MICHAEL	0002	0010	2	05/19/99	05/20/99
PRIEM CAROLINE ANASTASIA	0002	0010	2	05/15/99	05/18/99
PUCETTI FRANK	0002	0010	3	05/25/99	05/26/99
REYES CRISTEO A	0002	0010	3	05/15/99	05/26/99
SARIBALIS GEORGE A	0002	0010	1	05/26/99	05/27/99
SCHOLZEN SCOTT KENNETH	0002	0010	2	05/17/99	05/18/99
SMITH KRISTA	0002	0010	2	05/18/99	05/25/99
STUCKERT BRENT WAYNE	0002	0010	4	05/27/99	05/28/99
TSE MARY MEI LIN	0002	0010	2	05/26/99	05/27/99
TSE MARY MEI LIN	0002	0010	2	05/23/99	05/24/99
TSE MARY MEI LIN	0002	0010	3	05/15/99	05/21/99
VERANT ROGER	0002	0010	7	05/16/99	05/28/99
WU ALLEN SUNNY	0002	0010	2	05/23/99	05/24/99
WU ALLEN SUNNY	0002	0010	2	05/17/99	05/18/99
YATES JANICE	0002	0010	2	05/24/99	05/25/99
APOSTOLI JUSTIN J	0002	0003	2	05/20/99	05/21/99
ARTESEROS ERICA	0002	0003	2	05/20/99	05/21/99
BARON ANDREW	0002	0003	2	05/27/99	05/28/99
BISIO CARLA	0002	0003	2	05/18/99	05/19/99
BROWN ANDRE L	0002	0003	2	05/20/99	05/21/99
CHOY PERRY	0002	0003	2	05/20/99	05/21/99
FAUST RICHARD	0002	0003	4	05/24/99	05/28/99
GIACALONE STEPHEN VINCENT	0002	0003	2	05/25/99	05/26/99
GIACALONE STEPHEN VINCENT	0002	0003	4	05/16/99	05/20/99
MATHEWS BERGLIOTH	0002	0003	2	05/26/99	05/27/99
MOLLOY KATHLEEN	0002	0003	2	05/23/99	05/24/99
NELSON KRISTINA RENEE	0002	0003	2	05/20/99	05/21/99
NEUNEKER ROBERT	0002	0003	2	05/20/99	05/21/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

NICHOLSON RENEE C	0002	0003	2	05/19/99	05/20/99
ONG WAYMAN	0002	0003	2	05/20/99	05/21/99
POMPEO DANA	0002	0003	2	05/18/99	05/19/99
SMERDEL TERRY WAYNE	0002	0003	2	05/19/99	05/20/99
WILSON JOSHUA	0002	0003	4	05/20/99	05/24/99
YEE TYSON	0002	0003	2	05/19/99	05/20/99
BARAKA KEITH RORY	0002	0001	2	05/19/99	05/20/99
DAVIES ANDREA R	0002	0001	2	05/19/99	05/20/99
FAUST RICHARD BRADLEY	0002	0001	2	05/24/99	05/25/99
FRANKLIN JARED J	0002	0001	2	05/19/99	05/20/99
GIACALONE STEPHEN VINCENT	0002	0001	2	05/19/99	05/20/99
GONZALEZ JR PEDRO	0002	0001	2	05/19/99	05/20/99
GOUDREAU BETH MARY	0002	0001	1	05/27/99	05/27/99
MATHEWS BERGLIOTH M	0002	0001	2	05/26/99	05/27/99
MOLLOY KATHLEEN ANNE	0002	0001	2	05/23/99	05/24/99
REED ROBERT E	0002	0001	2	05/20/99	05/21/99
WILSON JOSHUA J	0002	0001	2	05/23/99	05/24/99
WRIGHT LAWRENCE	0006	0024	8	05/17/99	04512899
MCGUINN MARTY	0002	0006	7	05/15/99	05/27/99
SCANNELL JOSEPH	0002	0006	9	05/15/99	05/27/99
THOMAS JENNIFER	0010	0006	9	05/16/99	05/28/99
VEGA PAUL	0010	0006	8	05/15/99	05/25/99
COFRESI ARTHUR	0022	0032	8	05/18/99	05/28/99
LI ERNEST	0022	0032	8	05/18/99	05/28/99
SUDANO JOHN	0022	0032	6	05/18/99	05/28/98
BRAIDA MICHAEL	0004	0022	7	05/18/99	05/27/99
CORDES THOMAS	0004	0022	8	05/17/99	05/28/99
CUTONE ROBERT	0004	0022	6	05/18/99	05/28/99
GRAFF JOSEPH	0004	0022	7	05/18/99	05/28/99
SCHEMBRI PETER	0006	0022	8	05/17/99	05/28/99
ARD GERALD	0002	0004	8	05/18/99	05/28/99
ESTABEZ MICHAEL	0002	0004	8	05/17/99	05/28/99
GATES PRISCILLA	0002	0004	8	05/18/99	05/28/99
GUITRON BRUCE	0002	0004	8	05/17/99	05/28/99
HONG CLIFTON	0002	0004	7	05/18/99	05/28/99
PIOMBO JOHN	0002	0004	7	05/17/99	05/27/99
ZARI GERALD	0002	0004	5	05/18/99	05/27/99

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

DISABILITY PAY

MILES WILLIAM	0040	0050	14	05/15/99	05/28/99
CAREY WILLIAM	0030	0040	7	05/16/99	05/22/99
CEREGHINO KENNETH	0022	0032	14	05/15/99	05/28/99
BRODIE KENNETH	0020	0030	14	05/15/99	05/28/99
COBO MATIAS	0020	0030	14	05/15/99	05/28/99
GARCIA GEORGE	0020	0030	14	05/15/99	05/28/99
HANSEN JERRY	0020	0030	11	05/18/99	05/28/99
HUBBARD FRED	0020	0030	14	05/15/99	05/28/99
KIM ROBERT	0020	0030	14	05/15/99	05/28/99
O'CONNOR JAMES	0020	0030	14	05/15/99	05/28/99
SCHAFER CHARLES	0020	0030	14	05/15/99	05/28/99
CORREA ANTONIO	0004	0022	14	05/15/99	05/28/99
CANADA JOHN	0002	0020	14	05/15/99	05/28/99
HUPKE KENNETH	0002	0020	14	05/15/99	05/28/99
OWEN KENNETH	0010	0020	14	05/15/99	05/28/99
WINSLOW ROBERT	0002	0020	3	05/26/99	05/28/99
CARDER MARY	0002	0006	14	05/15/99	05/28/99
MCCLARAN STEFANA	0002	0003	9	05/15/99	05/23/99
WORKERS COMPENSATION					
MORAN MICHAEL	0040	0050	14	05/15/99	05/28/99
CERCOS JOHN	0030	0040	14	05/15/99	05/28/99

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

May 29, 1999

Dear Chief Demmons:

Thank you for providing the participation of Station 26 in our Walter Haas Park event on May 15. Captain Johnson and his crew of firefighters did a great job in engaging children in viewing a fire engine and learning about the Fire Department. We were very pleased to have the Fire Department's involvement in our first neighborhood event. Sincerely,

/s/ BETSY EDDY for
Friends of Walter Haas Park
410 Farnum Street, S.F., CA 94131

May 30, 1999

Dear Chief Demmons:

On May 22, Ulloa Street has a block party - I am writing to say how grateful we all are for Lieutenant Fernando Juarez arranging for Engine 39 (Lieutenant Gary May and crew) to show up and be part of the party! Even the oldest adults enjoyed this together with all the children. Gratefully yours,

/s/ ANN E. WHARTON
62 Ulloa Street, S.F., CA 94127

May, 1999

Dear Chief Demmons:

I wanted to profusely thank you and Engine 16 and Medic 10 for saving my life and saving my father's life. The Fire Department has always come through for me. There are many medics and fire department personnel prior to this. I am grateful to them forever. Sincerely,

/s/ ELISE FRASHINA
2656 Lyon Street, S.F., CA 94123

Note: The following five additional
typed letters of commendation are
included as part of Item 4.A)



American Red Cross

Bay Area Chapter
San Francisco County
85 Second Street, 7th Floor
San Francisco, CA 94105
Phone: (415) 427-8000
Fax: (415) 427-8116

May 31, 1999

Chief of Department Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

On Saturday, May 29th, twenty volunteers from the San Francisco DAT, NERT and ACS observed the SFFD High Rise Drill. As in the past, SFFD/SF DAT Liaison, Battalion Chief Bob Serrano invited the Disaster Action Team. This year, the invitation was also extended to NERT and ACS, especially those who have taken the extra initiative to cross-train with the Red Cross. These are the dedicated volunteers who will work with the Red Cross as shelter support staff, when the situation arises.

After the exercise, Chief Serrano spent some time describing in detail what transpired inside and answering questions from the disaster volunteers. Division Chief Chris Stevenson made a surprise visit to speak with the group at length. Rescue Captain Jim McCaffrey did the same and provided insightful suggestions to the DAT regarding the staging of bottled water for the firefighters.

Knowing that this was a first time experience for most of the NERT and ACS members, Chief Serrano arranged a tour of Fire Department apparatus, using Truck 13 and Rescue Ambulance 13. The officers and crew of both units were most informative and gracious, especially Rescue Captain Jim Fazackerly.

This was a quite an impressive example of fostering community relations. Please extend our grateful appreciation to those involved.

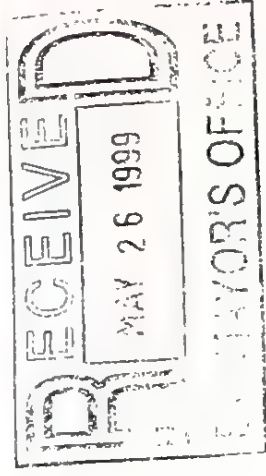
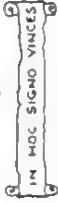
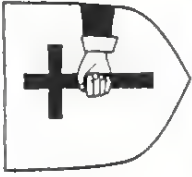
Sincerely,

AMERICAN RED CROSS BAY AREA

Catherine Vallé
American Red Cross/NERT Liaison

CELEBRATING
100^{years}
IN THE BAY AREA
1898 • 1998

Donegal.



Office of the Mayor of Donegal

c/o Community Chamber Office, Bridge Street, Donegal Town, Ireland.

Tel/Fax: 073 22312

e-mail: mail@donegaltown.ie

18th . May 1999 .

Willie L. Brown Jnr.,
Mayor of San Francisco;
San Francisco,
California,
United States of America .

Dear Mayor Brown ,

On behalf of myself and the entire community of Donegal, Ireland - I send best wishes and civic greetings to yourself , members of your office and the residents of the great city of San Francisco .

I wish to express my sincere thanks for the beautiful gifts of cufflinks bearing the seal of the great city of San Francisco - as presented to me by members of the San Francisco Police Dept., - on their recent tour of Ireland .

The entire party - members of the Police ; Sheriff's Dept ; Fire Service etc. all proved very worthy ambassadors for your great city - carrying out their duties in the promotion of San Francisco - here in Ireland - in a most excellent and courteous fashion . Each individual is to be commended on their courtesy and kindness .

With very best wishes .

Yours sincerely ,


Paddy Meehan,

Mayor of Donegal , Ireland .

*Send copy to
Chief Jan, SFPD
Chief Demmons,
SFPD
+ Sheriff Michael
Hennessey*



**Pacific Gas and
Electric Company**

Thomas H. Smith
Manager
Customer Revenue Transactions
Planning & Support

77 Beale Street, MC 814F
San Francisco, CA 94105
(415) 973-1378
(415) 973-2677 (fax)
THS1@pge.com

May 28, 1999

Chief Robert Demmons
698 Second Street
San Francisco, CA 94107

RE: Lt. Fernando Juarez

Dear Chief Demmons:

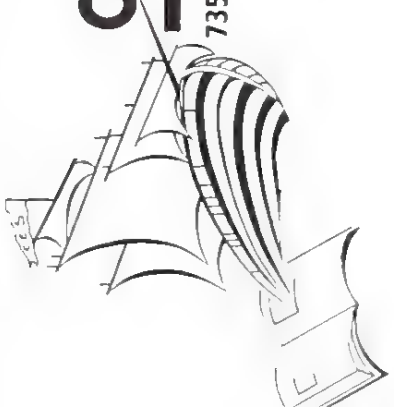
I would like to express my sincere appreciation for the outstanding safety presentation, given by Lt. Fernando Juarez, to our department employees on May 27, 1999. His presentation was extremely informative, interesting, and very helpful. His subtle humor and obvious broad knowledge of the subject matter kept everyone's attention.

Lt. Juarez incorporated his advanced knowledge of fire safety both in a high-rise/office environment as well as on the home front in his presentation.

Our employees left the meeting with many new skills and a renewed sense of the importance of being prepared in the event of an actual emergency. This presentation was particularly timely in that PG&E recently kicked off it's 1999 Fire Safety Season Program.

I would like to extend a special note of thanks to Lt. Juarez for his time and effort in sharing his fire safety skills with us.

Thomas H. Smith
Manager
CRT Planning & Support Department



Cabrillo Elementary School

735 Twenty-Fourth Avenue, San Francisco, California 94121 415-750-8464

G. Carole Belle, Principal

June 4, 1999

Chief Robert Demmons
698-2nd St.
S.F., Ca 94107

Dear Chief Demmons

Cabrillo Elementary School would like to extend our thanks to you and Lt. Juarez for the Fire Safety Awareness Training Program that was given at our school. Lt. Juarez did a very nice presentation of information. It was very informative and we all learned many things that we weren't aware of. We are interested in possibly having a program presented to the children in the fall of 1999 and were wondering if you offer such a program for children. Could you please send any information regarding this program, the hows' and whens' I can schedule? Please send attention: Shirley Yee, Cabrillo School or Fax: (415) 750-8468. Thanks again for all the fire safety knowledge.

The Staff at Cabrillo School

STFLISH

ROSA PARKS ELEMENTARY SCHOOL
1501 O'Farrell Street
San Francisco, CA 94115
(415) 749-3519 FAX: (415) 749-3610

June 1, 1999

Chief Demmons
260 Golden Gate Avenue
San Francisco, California 94102

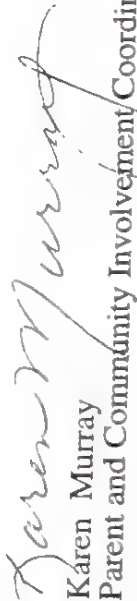
Dear Chief Demmons,

Rosa Parks Elementary School would like to thank you for the resources and attention you have invested in helping us involve at-risk students and parents in our family community conference. Mr. Volker was instrumental in helping us gather incentive prizes for students in attendance.

Building leadership and bridging the gap between home school and community is a primary concern of our organization. Each year we strive to create educational programs that influence the growth and development of disadvantaged youth. Our goal is to reach out to families of diverse cultural and ethnic backgrounds and expand the scope of home school partnerships.

The toys you provided were vital in getting our students and parents to participate. Each parent who participated received individual instruction from professionals who focused on home learning activities. Everyone here genuinely appreciates your generous contribution to this worthwhile endeavor.

Sincerely,


Karen Murray
Parent and Community Involvement Coordinator

KM/km

4. REGULAR CALENDAR - NEW BUSINESS

B. FY 1999-2000 Proposed Budget

Report on the Probable Recommendations to the Board of Supervisors from the Finance and Labor Committee

Debra Ward, Chief Fiscal Officer, informed the Commission that the department representatives had met twice with the Committee. The Finance and Labor Committee had originally proposed \$3 million in reductions. After the second meeting, the department agreed to a \$800,000 reduction; this was the same amount submitted by the department to the Mayor's Office.

Ms. Ward noted that the next step will be for the Budget Analyst of the Board of Supervisors to present the Fire Department's budget, approximately \$170 million, to the full Board for approval. Ms. Ward expects this to occur in mid-August.

Commissioner Roff thanked both Chief Demmons and Chief Fiscal Officer Debra Ward for their effective presentation before the Finance and Labor Committee and commended everyone for their hard work in assisting with the preparation of the budget.

C. Public Comment

John Darmanin addressed the Commission again regarding the incident on October 25, 1996, when Ms. Nancy Hoeck was allegedly subjected to an illegal search. Mr. Darmanin insists that a cover-up occurred since there was no full investigation of the incident by the Fire Department even though a report was submitted, and that the Fire Commission is a party to this through their inaction.

John Hanley, President, San Francisco Firefighters Local 798, referred to December 25, 1998, when 22 engines ran short; it occurred twice in January and once again in June. He noted that this was in violation of the MOU; he asked the Chief of Department if the issue was being addressed and if there was an investigation in progress.

Chief Demmons responded that Mr. Hanley could obtain the answers to his questions directly from him, since he is in touch almost daily with Mr. Hanley on various issues. Deputy Chief Gamble added that the December 25, 1998, event occurred as described by Mr. Hanley, and that the investigation is 50% completed. Furthermore, the department has issued a policy designed to prevent such future occurrences.

Chief Demmons declared that the department is experiencing a high rate of individuals being out on sick pay. If these people are truly sick, it is one matter, but if they are not, these individuals are breaking the public trust. He wished to reassure the public that the Fire Department has adequate staffing should an incident occur.

Mr. Hanley asked when the investigation, referred to by Deputy Chief Gamble, was scheduled for completion, since when staffing on engines or trucks is reduced the likelihood of injuries increases. Chief Demmons

responded that there are personnel issues involved which are delaying the investigation.

Mr. Hanley's second question to the Commission concerned the frequent personnel changes in the position designated as Fire Marshall. President Fernandez-Pifer responded that this dealt with departmental personnel issues and was not in the jurisdiction of the Commission. She noted that personnel appointments are within discretion of the Chief of Department and his staff. Chief Demmons reiterated that Mr. Hanley could call or see him in his office at any time on this or any other issue. President Fernandez-Pifer suggested that questions concerning vacancies to be filled or appointments are personnel matters that should be discussed with Chief Demmons directly.

Mr. Hanley declared that the union and the membership were concerned regarding the frequency of changes in certain leadership positions, and that this was causing confusion and was indicative of a disorganized management style. Commissioner Nakajo noted that the Commission can be used as a forum to inform Commissioners of particular concerns that firefighters may have but questions regarding the appointment of Assistant Chiefs and the Fire Marshal should be addressed to Chief. In turn, Mr. Hanley should make every effort to communicate information from his discussions with the Chief to the membership.

Commissioner Nakajo referred to the high number of sick-outs and stated that it was of concern to the Commission and should also concern the members of Local 798. He wondered if President Hanley had any suggestions or any further information regarding this matter, since it seemed to be of concern to everyone. Mr. Hanley responded that he wished to correct Commissioner Nakajo's use of the term "sick-out" since that conveys an intentional and orchestrated effort. Mr. Hanley stated that these firefighters were out on sick pay. He believes that some of this can be attributed to a changing workforce, for instance, female firefighters who become pregnant and are out on sick pay. Additionally, there were numerous firefighters injured in the 9th and Noriega fire who are out on sick pay. Mr. Hanley reiterated that there was no "sick-out" and reminded Commissioners that the average firefighter uses only four days of sick pay per year. Commissioner Nakajo acknowledged the correction and thanked Mr. Hanley for clarification on this issue. Chief Demmons wished to correct Mr. Hanley's statement regarding female firefighters. Chief Demmons stated that female firefighters who are pregnant are not the individuals responsible for the high number of sick days taken.

Anthony Stefani, Captain, wished to explain to the Commission why he did not accept the appointment to Battalion Chief. He provided background information on his childhood in San Francisco and his upbringing by his parents who were immigrants. Mr. Stefani further described how his father, who worked diligently for many years, had instilled in his children a strong sense of values through his actions, words and deeds. Mr. Stefani recounted how during his high school years he had become friends with Ed O'Donnell and that they had remained friends for over 30 years. Mr. O'Donnell is Captain of Engine 3 and had the 17th best score on the test that they had taken together, whereby Mr. Stefani was 25th. Mr. Stefani declared that he could not accept the appointment to Battalion Chief knowing that he was hired over three individuals with higher scores. Mr. Stefani urged the firefighters of

the department to focus on the preservation of lives and property and to be less concerned over promotions. He appealed to the Chief and the Commission, since he believes they are empowered to act, to bring back the moral backbone that is needed in the department. In closing, Mr. Stefani declared that upon his retirement, should he be asked what his profession was, he can proudly state that he was a San Francisco firefighter.

Chief Demmons pointed out that Mr. Stefani's statement confirms the reason for his selection of him for the appointment. He further explained the concept of banding, whereby everyone within the band is considered equal and that rank order is not applicable within the band. Since the test to which Mr. Stefani is referring was given under the Consent Decree, Chief Demmons stated that he had to abide by the law and use banding.

Ed O'Donnell, Captain, Engine 3, wished to acknowledge and honor Mr. Stefani who declined appointment to Battalion Chief because he did not want to jump over three other captains who had scored higher in the test. He declared Mr. Stefani to be a man of courage and integrity who stood behind his beliefs.

Frank Cuffe, Firefighter, Rescue 1, related to the Commission that he was burned in the 9th Avenue and Noriega fire. After being questioned by various individuals of what had occurred at the fire, he could only respond that he did not know. His only knowledge of what had occurred came from reading about the incident in the *Mainline*. Mr. Cuffe believes that if mistakes where made, they should be investigated and used for learning purposes, or the same mistakes will be repeated in the future. Mr. Cuffe implored the Commission that since he risks his life for them, as well as all citizens of San Francisco, he is owed an investigation of what occurred at that fire.

President Hernandez-Pifer understood that a report of the investigation had been completed. Chief Demmons responded that he had to return the first draft for further clarification, and he had just received the second draft. He believes that this Administration has always considered past fires as a learning experience and not used them for accusations and ridicule. John Hanley wished to know to know when the report would be published. President Fernandez-Pifer stated that she did not know the time frame; she noted that a draft was available but certain questions still need to be answered prior to its publication.

John Darmanin stated that he found it hard to believe that there is no finger pointing when someone makes a mistake. He believes that when something goes wrong at a fire, and people are injured and someone made a mistake, it is the Administration's job to point a finger and find out what went wrong. Should it be due to lack of training, then the individuals should receive more training. Mr. Darmanin believes that the report should be issued in a timely manner and not delayed due to unresolved personnel issues. He suggests that the report need not mention names but could refer only to rank, that is, an officer, a firefighter, a chief made a mistake and state what occurred. He believes a timely report, whenever matters go wrong, saves injuries and lives.

Dan O'Donnell, Firefighter, Rescue 1, commended Mr. Stefani on his action. He wished clarification of the role of the Civil Service Commission regarding promotions in the Department. President Fernandez-Pifer explained that during the Consent Degree banding had to be used; this meant that all individuals within the band were considered to be equal. After the Consent Degree, the Chief could promote from an existing list using Rule of Three Scores, that is, anyone of the three top scoring individuals. Rank order was never a Civil Service rule. Since the list has expired, appointments can be made at the Chief of Department's discretion.

Mr. O'Donnell did not understand why Captain Stefani was promoted when he had the fourth highest score on the list, if Rule of Three Scores was being used. President Fernandez-Pifer explained that at the time the test was given and the list posted, the Consent Degree was in effect, therefore, banding had to be used and not Rule of Three Scores.

Chief Demmons further explained that while the Consent Degree was in effect he had to use banding and select equally qualified individuals within a band; a considerable number of women and people of color were promoted using this method. During the last set of promotions, a misunderstanding had occurred because an individual at the Civil Service Commission had told Mr. Hanley that the Rule of Three Scores will be used. This was an error since the Chief Demmons was still using banding for that list. Certain individuals believed that they would be promoted, even though they were misinformed, Chief Demmons felt that the Administration must take responsibility for this error and, therefore, promoted three individuals using Rule of Three Scores.

Mr. O'Donnell thanked President Fernandez-Pifer and Chief Demmons for the explanation and hoped that in the future this type of information would be provided to the union in order that it could be disseminated to the membership. President Fernandez Pifer acknowledged that the President and Board of Directors of the union were involved in these issues and through communication between Mr. Hanley and the Civil Service Commission, and Mr. Hanley and the Administration.

President Fernandez-Pifer called for order and requested that if anyone has a question, they should step forward and address the Commission. She stated that she would not tolerate shouted questions from the audience and general disorder. She reminded everyone that the Commission is attempting to conduct a formal meeting while hearing everyone's concerns but order must be maintained.

John Hanley wished to clarify that Rule of Three Scores is the norm used by various City departments and Rule of the List can not be used unless it has been previously negotiated with the union. He added that both Rules are negotiated by the union and must be part of the MOU.

Mark Hayes, Director, Local 798, noted that this is third appearance before the Commission requesting criteria for provisional appointments. Mr. Hayes alluded to the frustration and low moral of the membership because no clear answers or resolutions had been offered by the Administration. Mr. Hayes, using himself as an example, stated that he wished to be considered as a provisional Lieutenant but was not clear of what was expected of him, that is, whether he needed more training, in which area, and which classes should he take to prepare himself. He

believes that a high level of frustration exists because individuals are not being told what is expected of them.

Mr. Hayes wished to comment on the "sick-out" issue brought up earlier by Commissioner Nakajo. He stated that the membership is sick and tired of the way the Administration is handling promotions. Mr. Hayes believes it is demoralizing to firefighters when rank order is not used for promotions, as was the case with Mr. Stefani. He appealed to the Commission for change of the current method.

Dan Keily, Battalion Chief, retired, echoed Mr. Hayes' comments. He suggested that the Chief of Department should have made his selection from the list in rank order. Mr. Keily believes that choosing the first person on the list would have indicated the start of a healing process.

Jim Rodriguez, member of the public, voiced his concern regarding the qualifications of the individuals being promoted in the Fire Department. He indicated that members of his family had experienced the 1906 earthquake and many other fires, and always had full trust in firefighters. Mr. Rodriguez wished reassurance from the Commission that the most qualified individuals were being hired and promoted.

President Fernandez-Pifer reassured Mr. Rodriguez and indicated that all the firefighters here tonight, for example, are highly qualified and competent even if they voiced their concerns regarding low morale. She believes that they will do their job and protect the citizens of San Francisco since that is their priority.

Commissioner Roff stated that he felt an undercurrent of frustration and concern tonight, but it is in the context of devotion to the department and concern for the community. He noted that issues have been raised and they will be addressed by this administration and by this Commission. Commissioner Roff believes this to be a first-rate department and feels secure in its capacity, professionalism and the dedication of its firefighters.

John Diluzio, Firefighter, Engine 1, wished clarification of the selection process that resulted in the appointment of Captain Stefani to Battalion Chief over three higher ranked individuals. Chief Demmons responded that there were more than four highly qualified captains since banding still had to be used. Chief Demmons explained that he used secondary criteria, which is explained in General Order 9831, which is still in effect. He excluded race and gender from the applicable criteria. Chief Demmons further explained that he selected Captain Stefani because he felt that he was the best qualified for meeting the mission of the department at this time. He directed everyone who is concerned with the appointment process to General Order 9831 for further explanation of secondary criteria and other matters.

Mr. Diluzio wished to know if, in the future, there would be a clearly defined process for promoting officers and the approximate time when this would come into effect. President Fernandez-Pifer responded that the department is developing an officer candidate program that will satisfy particular orders imposed by the Court.

Sarah Coe, Firefighter, Rescue 1, wished to know if new criteria is being developed for promotional exams and who is working on this

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Sarah Coe, Firefighter, Rescue 1, wished to know if new criteria is being developed for promotional exams and who is working on this

criteria. She reiterated what Mr. O'Donnell had stated earlier regarding no dissemination of information through the ranks.

Chief Demmons noted that there seems to be a serious communication problem in the department. He explained that special work groups were held to assist with the development of the Officers Candidate and the Cadet Programs. Information was distributed and chief officers, union and employee organization representatives who participated.

President Fernandez-Pifer asked Mr. Hanley if the union had been involved in the workshop process. Mr. Hanley was not sure of the current status or any details of the program. President Fernandez-Pifer assumed that union representatives had participated and Mr. Hanley confirmed that it had been mandatory. Furthermore, he met with the entire Executive Board and provided them updates on both programs. Mr. Hanley stated that many questions remained to be answered. President Fernandez-Pifer encouraged continued participation and requested that he disseminate any further information regarding ongoing meetings to the membership.

Janet Brock, Firefighter, wished to acknowledge the experience and integrity of the four Captains, who were discussed earlier and who were ranked as the top four on the list. She hopes that one of them will be appointed since they display all the qualities necessary for a leadership position in the department.

John Darmanin wished to comment regarding who exercises control of the meeting. He pointed out that it should be the Chair, that is, President Fernandez-Pifer. Everyone else is a participant and must subjugate himself or herself to the Chair. President Fernandez-Pifer agreed but noted that it was difficult to hear when members of the public are talking amongst themselves while a speaker is before the Commission. President Fernandez-Pifer stated that she wished to treat everyone with due respect and to hear what they wanted to say. Mr. Darmanin agreed that President Fernandez-Pifer has allowed this, and he believes it has helped everyone to "vent", thereby, preventing further emotional eruptions. Mr. Darmanin maintained that there should only be one person in charge of the Commission meeting who can request that someone leave the room or call for order and that is the Chair.

5. Public Comment on all matters pertaining to Closed Session.

There was no public comment.

6. Vote on whether to hold Closed Session to confer with legal counsel [San Francisco Administration Code Section 67.11(a)].

Commissioner Roeca moved, seconded by Vice President Roff, that the Fire Commission convene in Closed Session to confer with legal counsel. The motion was approved 3-0.

7. Closed Session

The Fire Commission will confer in Closed Session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a), and San Francisco Administrative Code Section 67.11, to discuss the matter of the WEBCOR vs. CCSF, et al.

The Fire Commission was in Closed Session from 7:20 p.m. to 8:25 p.m.

8. Reconvene in Open Session

- a) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1(a)(2) and San Francisco Administrative Code Section 67.14(b)(2).

There was no action to be taken in the Closed Session.

- b) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Vice President Roff moved and Commissioner Nakajo seconded not to disclose any of the discussion in the Closed Session. The motion was unanimously approved.

9. Adjournment

The meeting was adjourned at 8:30 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 8:30 p.m.



Tania Bauer
Secretary

May 29, 1999

San Francisco Fire Commission
698 Second Street
San Francisco, CA

Honorable President and Commissioners:

As you may be aware, I attended the Fire Commission meeting on May 27, 1999. By virtue of what I witnessed that evening, I am compelled to comment concerning the conduct of two of those who spoke before you during public comments. I make these remarks as a concerned spectator, not as an assistant chief.

I do not feel personnel issues should be aired during a public forum; however, I appreciate your willingness to allow disgruntled members of the Department the opportunity to present their individual concerns before the Commission. Albeit these members have a right to speak at public meetings, I do not believe this right allows them to render personal attacks against the members of the Fire Commission, other members of the Department, or members of the public. Nor do I feel this right allows them to disregard the essential elements of courtesy and respect toward the Commission they are addressing. The actions and demeanor of Pete Roybal and John Darmanin were inappropriate.

Pete Roybal's personal comments, directed at Acting Chief of Department Gamble were inexcusable. Speaking of how he feels he has been treated unfairly is one thing, but looking directly at Chief Gamble and expressing his personal opinion that "You are the laughing stock of the Fire Department" was unjustified and callous. Furthermore, his subsequent hovering over Chief Gamble in a threatening manner and stating "We know how you got your job" was unfounded and without reason. This is not about who the comments were aimed at; it is about inappropriate conduct before a public forum.

John Darmanin's rude attitude toward the Fire Commission was also inappropriate. His cantankerous demeanor and continuous speaking over the comments of Vice President Roff, as well as his disregard for Vice President Roff's comments, were equally inexcusable.

I urge you to consider the inception of a code of conduct for those who choose to speak before you. I further urge you to dismiss from the podium, any speaker that violates this code.

Sincerely,

A handwritten signature in dark ink, appearing to read "Jim Cavellini", written in a cursive style.

Jim Cavellini

June 23, 1999

Fire Commissioners
San Francisco Fire Commission
698 Second Street, Room 102
San Francisco, CA

Re: Nancy Hoeck v. City & County of San Francisco, et. al.
Case #C-97-3908 SBA

Dear Commissioners:

I am writing to you in response to comments made by City Attorney John Cooper at your June 10, 1999 Fire Commission meeting. The following is an excerpt from the minutes of that meeting:

"John Cooper, Deputy City Attorney, wished to address the Commission and the public regarding the incident to which Mr. Darmanin has referred to as a cover-up. Mr. Cooper declared that federal Judge Marvin had ruled that Ms. Hoeck had not been wronged, that the department's search and consequent actions were entirely proper and that the matter rests on that basis. All of Ms. Hoeck's charges were dismissed. Mr. Darmanin may feel that she has been wronged but the court disagreed."

I would like to inform you that I feel Mr. Cooper is making misleading and false statements regarding my lawsuit. I find it especially disturbing and confusing that Mr. Cooper would make such inaccurate statements given the fact that he was present during settlement negotiations on May 25, 1999, and is well aware of the terms of the settlement agreement that was negotiated on that day.

Mr. Cooper states that the federal judge ruled that I had not been "wronged" and also ruled that the Fire Department's search and consequent actions were entirely "proper." This statement is totally false and no such ruling has ever been made.

To date, I have not signed a settlement agreement. I am very upset that Mr. Cooper would even discuss the case in public before a settlement agreement has been formally signed by all parties and approved by the court. I would like the Fire Commission to instruct Mr. Cooper not to make false and inaccurate statements about my case. A settlement agreement does not establish guilt or innocence. It is merely a way for the parties involved to avoid the time and cost of going to trial.

Please attach a copy of this letter to your next copy of the minutes in order to provide the public with my response to the Fire Commission and Mr. Cooper's comments.

Sincerely,



Nancy Hoeck

cc: Todd Schneider, Esq.
Francis Clifford, Esq.
Laura Shulkind, Esq.
Hon. Bernard Zimmerman
Hon. Sandra-Brown Armstrong

Item 2. Approval of the Minutes of the Regular Meeting of June 10, 1999.

Public Comment

John Darmanin-My name is John Darmanin. I am a firefighter in the San Francisco Fire Department and I am here to speak as a private citizen during public comment to share my opinions and the opinions of my wife Linda. I would like to point out to the commission and the public that once again the minutes do not reflect an accurate record of what was spoken during the public portion comment of the June 10, 1999 meeting. I am very concerned that this commission is allowing the editorializing of the public comments. In addition, the Fire Commission is allowing the minutes to distort the truth about a lawsuit that was filed against the Fire Department. Nancy Hoeck, who was previously assigned to work for the Fire Department as a secretary, filed the lawsuit I am speaking about.

The minutes for the June 10, 1999 reflect that Deputy City Attorney John Cooper addressed the Commission and declared that a federal judge had ruled that Nancy Hoeck had not been wronged and that the Department's search and consequent actions were entirely proper. This is totally false and should not be allowed to be approved without a correction. Federal Judge Sandra Brown Armstrong has never ruled that searching Nancy Hoeck's bags without her permission and touching her sanitary napkins was "entirely proper"! President Pifer, you know what the basis of the lawsuit is, but you still allowed Deputy City Attorney Cooper to make this totally false claim. The only attempt you made to correct him is to state that "Mr. Cooper was technically correct in term's of the case's dismissal." President Pifer you stopped short of stating that Mr. Cooper incorrectly declared that Federal Judge Armstrong condoned the reprehensible conduct of both Chief Bernie Lee and Deputy Chief Condon. This smells of politics and it sickens me.

(TWIA: In addition to the printed material
on these (2) sheets I made
other comments that you must
retrieve from your tapes. I hope
my printed comments help! ☺)

Thanks
John

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Special Meeting - Monday - June 28, 1999 - 9:30 a.m.

698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

President Rosemarie Fernandez-Pifer was excused because of illness, and
Commissioner Ted N. Soulis was excused for personal reasons.

Robert L. Demmons

- Chief of Department

2. PUBLIC COMMENT

There was no public comment on matters pertaining to the closed session.

DOCUMENTS DEPT.

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3. FORMAL HEARING (Cont'd from Meetings of 03-11-99, 04-08-99, 06-03-99 & 06-17-99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against four uniformed members of Engine 38 (resulting from an incident that occurred on 01-01-98), for violation of the Rules and Regulations as follows:

a) Captain Armando Mayorga

Section 1102 - Accountability
Section 1103 - Responsibilities
Section 1120 - Supervision
Section 1128 - Unusual Matters
GO 91 A-2 - Sexual Harassment
GO 95 A-64 - EEO Complaint Process
Section 3935 - False Reports and False Testimony
Section 2801 - Thorough Knowledge
Section 2802 - Enforcement of Rules, Regulations & Orders
Section 3922 - Acts Detrimental to Welfare of Department
Section 3936 - Unauthorized Visits to Places of Amusement
Section 2805 - Leadership
Section 2808 - Welfare of Subordinates
Section 3905 - Unfamiliarity with Rules
Section 3917 - First Alarm Areas
GO 89 A-100 - Adult Entertainment

b) Firefighters Barry Lo, William Storti and Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

c) Firefighters William Storti and Lenette Thompson

Additionally charged with

Section 3924 - Insubordination

d) Firefighter Lenette Thompson

Further charged with

Section 3925 - Proper Behavior

3. FORMAL HEARING (Continued)

(Cont'd from Meetings of 03-11-99, 04-08-99, 06-03-99 & 06-17-99)

A) Hearing on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

B) Commission Deliberations on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

C) Evidentiary Hearing on the Merits

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

The Fire Commission unanimously voted to convene in Closed Session.

The Fire Commission was in Closed Session from 4:40 p.m. to 5:10 p.m.

4. RECONVENE IN OPEN SESSION

A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

The Commission unanimously voted not to disclose any action taken during the Closed Session.

B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

The Commission unanimously voted not to disclose any of the discussion held during the Closed Session.

5. ADJOURNMENT

The meeting was adjourned at 5:15 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 5:15 p.m.

Tania Bauer
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Special Meeting - Thursday - July 1, 1999 - 1:00 p.m.

698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for vacation.

Robert L. Demmons

- Chief of Department

2. PUBLIC COMMENT

There was no public comment on matters pertaining to the Closed Session.

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3. FORMAL HEARING (Cont'd from Meetings of 03-11-99, 04-08-99, 06-03-99, 06-17-99
& 06-28-99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against four uniformed members of Engine 38 (resulting from an incident that occurred on 01-01-98), for violation of the Rules and Regulations as follows:

a) Captain Armando Mayorga

Section 1102 - Accountability
Section 1103 - Responsibilities
Section 1120 - Supervision
Section 1128 - Unusual Matters
GO 91 A-2 - Sexual Harassment
GO 95 A-64 - EEO Complaint Process
Section 3935 - False Reports and False Testimony
Section 2801 - Thorough Knowledge
Section 2802 - Enforcement of Rules, Regulations & Orders
Section 3922 - Acts Detrimental to Welfare of Department
Section 3936 - Unauthorized Visits to Places of Amusement
Section 2805 - Leadership
Section 2808 - Welfare of Subordinates
Section 3905 - Unfamiliarity with Rules
Section 3917 - First Alarm Areas
GO 89 A-100 - Adult Entertainment

b) Firefighters Barry Lo, William Storti and Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

c) Firefighters William Storti and Lenette Thompson

Additionally charged with

Section 3924 - Insubordination

d) Firefighter Lenette Thompson

Further charged with

Section 3925 - Proper Behavior

3. FORMAL HEARING

(Cont'd from Meetings of 03-11-99, 04-08-99, 06-03-99, 06-17-99 & 06-28-99)

- A) Hearing on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)
- B) Commission Deliberations on Motions for Closed Hearing, Motions to Dismiss and Motions for Discovery
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)
- C) Evidentiary Hearing on the Merits, including Commission Deliberations
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

The Fire Commission unanimously voted to convene in Closed Session.

The Fire Commission was in Closed Session from 1:15 p.m. to 1:45 p.m.

4. RECONVENE IN OPEN SESSION

- A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

The Fire Commission unanimously voted to report the following action taken in Closed Session pursuant to Charter Section A8.343, regarding charges and discipline for Captain Armando Mayorga and Firefighter Barry Lo.

Captain Armando Mayorga

The Fire Commission unanimously approved a proposed disposition presented by the parties and imposed discipline, as follows:

1. Captain Mayorga waived his rights to further trial and hearing before the Commission, and to appeal.
2. Captain Mayorga admitted to three charges, upon specified language:

- a. General Order 91 A-2 (Equal Employment Opportunity Policy)

"Captain Mayorga admits that he violated San Francisco Fire Department General Order 91 A-2 in that on January 1, 1998, he permitted sexually explicit materials to be brought into Fire Station 38."

4. RECONVENE IN OPEN SESSION

A) (Continued)

b. Rules and Regulations Section 3922
(Acts Detrimental to Welfare of Department)

"With regard to San Francisco Fire Department Rules and Regulations 3922, Acts Detrimental to Welfare of Department. Captain Mayorga admits that his actions after January 1, 1998, hindered the progress of the Department within the meaning of this section."

c. Rules and Regulations Section 2808
(Welfare of Subordinates)

"With regard to San Francisco Fire Department Rules and Regulations Section 2808, Welfare of Subordinates. Captain Mayorga admits that his actions as agreed above also violated this section in that those actions adversely affected the efficiency and morale of the Department.

3. The remaining charges were dismissed by the Department.

4. A 90-day suspension was imposed, with 30 days to be actually served now, and the equivalent of 60 eight-hour days to be alternatively served through community service within a three-year period. Captain Mayorga may suggest which community service to perform, but the Chief of the Department reserves veto power over that suggestion. If the community service is not timely completed, the remaining days of actual suspension will be imposed by the Commission. Captain Mayorga will be voluntarily performing the alternative community service.

5. The charge of violation of GO 91 A-2 (Equal Employment Opportunity Policy) (only) will be purged from Captain Mayorga's personnel records, and any evaluation in which it may have been placed, three years from this date, according to specified conditions.

6. The disposition is effective June 28, 1999.

7. The Department did not object to this disposition.

4. RECONVENE IN OPEN SESSION

A) (Continued)

Firefighter Barry Lo

The Fire Commission unanimously approved a proposed disposition presented by the parties and imposed discipline, as follows:

1. Firefighter Lo waived his rights to further trial and hearing before the Commission, and to appeal.

2. Firefighter Lo admitted to three charges, upon specified language:

a. General Order 91 A-2 (Equal Employment Opportunity Policy)

"Firefighter Lo violated San Francisco Fire Department General Order 91 A-2 in that on January 1, 1998, he permitted sexually explicit materials to be brought into Fire Station number 38 in violation of General Order 91 A-2, III B(3)(c)."

b. Rules and Regulations Section 3922
(Acts Detrimental to Welfare of Department)

"Firefighter Lo violated San Francisco Fire Department Rules and Regulations Section 3922 in that his actions after January 1, 1998, hindered the progress of the Department within the meaning of this section."

c. Rules and Regulations Section 3905
(Unfamiliarity with Rules)

"Firefighter Lo violated San Francisco Fire Department Rules and Regulations Section 3905, in that his actions violating Rules and Regulations Section 3922, showed his unfamiliarity with Rule 3922."

3. The remaining charges were dismissed by the Department.

4. A 30-day suspension was imposed, with 10 days to be actually served now, and the equivalent of 20 eight-hour days to be alternatively served through community service within a two-year period. Firefighter Lo may suggest which community service to perform, but the Chief of the Department reserves veto power over that suggestion. If the community service is not timely completed, the remaining days of actual suspension will be imposed by the Commission. Firefighter Lo will be voluntarily performing the alternative community service.

4. RECONVENE IN OPEN SESSION

A) (Continued)

5. The charge of violation of GO 91 A-2 (Equal Employment Opportunity Policy) (only) will be purged from Firefighter Lo's personnel records, and any evaluation in which it may have been placed, three years from this date, according to specified conditions.

6. The disposition is effective June 28, 1999.

7. The Department did not object to this disposition.

The Commission announced that the hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, against Firefighter William Storti and Firefighter Lenette Thompson will be continued on August 20, 1999, and August 21, 1999, if needed.

B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

The Commission unanimously voted not to disclose any of the discussion held during the Closed Session.

5. ADJOURNMENT

The meeting was adjourned at 1:55 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 1:55 p.m.



Tania Bauer
Secretary

JUL 19 1999

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No. 99-18

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - July 8, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for business reasons, and
Commissioner Russell S. Roeca was excused for vacation.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Ray Balzarini
Joanne Hayes-White
Gary P. Massetani

- Division of Airports
- Support Services
- Fire Prevention (Acting)

Note: Captain Michael McKinley represented Asst. Deputy Chief Joseph Asaro (D.O.T.)

Chief Officers - Firefighting Services:

James M. Tracey
James R. Cavellini
James C. Ferry

- Division 1 (Acting)
- Division 2
- Division 3 (Acting)

2. Approval of the minutes of the Regular Meeting of June 24, 1999, and the
Special Meetings of June 17 and June 28, 1999.

Commissioner Soulis moved and Commissioner Nakajo seconded.

2. Approval of the minutes of the Regular Meeting of June 24, 1999, and the Special Meetings of June 17 and June 28, 1999. (Continued)

John Darmanin stated that he had not received the minutes in time to review them for comment, and wished that the Commission delayed approval of the minutes to the next meeting. Vice President Roff suggested that Mr. Darmanin submit corrections in writing, and requested direction from Deputy City Attorney Marie Blits regarding approval of the minutes. Ms. Blits noted that the minutes are for the Commission to review and dispose as they wish. If the minutes are enough time to consider the minutes, they may approve them. If the Commission has had public documents before the Commission, including the minutes, are available to the public in advance of the meeting; the Secretary should be contacted by anyone wishing to review them.

Mr. Darmanin wished to comment on a letter submitted by Jim Cavellini, Division Chief, under public comment in lieu of being present at the June 10th meeting. Mr. Darmanin alleges that the letter attacks him and Peter Roybal personally. At this time, Mr. Darmanin exceeded his time limit but wished to speak further. Commissioner Nakajo responded that the Commission has been very tolerant and indulgent having listened to Mr. Darmanin's concerns over the past year and a half. The Commission has allowed this because it falls within the public process the Commission supports. Commissioner Nakajo declared that Mr. Darmanin has crossed the line a number of times in terms of his personal attacks on individuals but that the Commission will no longer allow this at its meetings.

There were no further questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "I") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Monthly Report - Training

Submitting monthly report from Division of Training for June, 1999.

B) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - JUNE 16, 1999

H40 Battalion Chief

Joseph R. Carlomagno
(vice: James Sullivan,
retired)

Gary P. Massetani
(vice: Attrition Management)

John T. Peeff
(vice: David Frisella,
retired)

C) Provisional Appointments

Reporting the following PROVISIONAL appointments:

EFFECTIVE DATE - JUNE 21, 1999

H30 Captain

Monica L. Fields
(vice: Gary Leal,
apptd. H40 Batt. Chief)

Rudolph G. Labrado
(vice: Rod Bennett,
apptd. H40 Batt. Chief)

3. CONSENT CALENDAR

C) Provisional Appointments (Continued)

James A. Outley
(vice: Philip Kelber,
apptd. H40 Batt. Chief)

Gerald R. Shannon
(vice: Gary Massetani,
apptd. H40 Batt. Chief)

Joseph M. Wilson
(vice: Joseph Carlomagno,
apptd. H40 Batt. Chief)

D) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - JUNE 7, 1999

H2 Firefighter

Jon M. Low
(vice: Peter Hung,
resigned)

EFFECTIVE DATE - JUNE 14, 1999

Pierre L. Francois
(vice: Angela Platzer,
resigned)

E) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - JUNE 26, 1999

1071 IS Manager

Michael Taylor

3. CONSENT CALENDAR

F) Resignation

Submitting resignation of Michael Perkins,
1932 Assistant Storekeeper, effective
close of business June 25, 1999.
(Resigned with satisfactory services.
Transferred from DPH 07-01-98.)

G) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	Accident No. _____	Date _____	Serial No. _____	Category	Recommendation
Engine 38	98-9-210	04-24-99	503	C	File
Off: Lt. Edward Moy; Drv: FF David Russell					
Cause:	While proceeding through a traffic light in response to an emergency, with red lights and siren, civilian vehicle failed to see/hear apparatus causing collision				
Engine 2	98-9-211	05-05-99	528	A	File
Off: Lt. Robert Brady; Drv: FF James Vargas					
Cause:	Misjudged clearance - Eng 2 was responding to an emergency and while changing lanes sideswiped a stopped vehicle				
Medic 15	98-9-212	05-06-99	727	A	File
Drv: FR Paramedic Eric Nylander					
Cause:	While stopped in traffic, Medic 15 rear ended a civilian vehicle				
Truck 13	98-9-213	05-07-99	621	A	File
Off: T/Lt. Bruce Platt; Drv: FF Bryan Kyono; Tlr: FF Robert Guldbech					
Cause:	Misjudged clearance - Trk 13, while passing, sideswiped a double-parked vehicle				

3. CONSENT CALENDAR

G) Accidents (Continued)

Engine 7 98-9-214 05-10-99 525 A File
Off: Lt. William Bartels; Drv: FF Robert Vigil

Cause: Misjudged clearance - Eng 7, while responding to an incident, with its right side mirror struck a parked delivery truck

Truck 11 98-9-215 05-11-99 605 B Bill
Off: Lt. Joseph McKeon; Drv: FF Robert Cunningham; Tlr: FF Gary Dolan

Cause: Trk 11, while parked at the scene of an alarm, was struck by a Muni bus attempting to pass

Engine 29 98-9-216 05-11-99 502 A File
Off: Lt. John Cremen; Drv: FF Sueon Wong

Cause: Eng 29, while responding to a medical call and making left turn, grazed a parked vehicle

Medic 36 98-9-217 05-12-99 733 B Bill
Drv: FR Paramedic Charles Daley

Cause: Medic 36, while parked in front of quarters, was struck in the mirror by a civilian vehicle yielding to Eng 36 and Res 1 enroute to an emergency

Res Amb 13 98-9-218 05-12-99 710 A File
Drv: FF Erin Murphy

Cause: Misjudged clearance - While pulling into quarters, ResAmb 13 lightly struck the front of Eng 13

Rescue 1 98-9-219 05-15-99 869 A File
Off: Lt. Stephen Smith; Drv: FF Paul Bieber

Cause: Misjudged clearance - Res 1, while responding and making left turn, struck a stopped vehicle

Division 3 98-9-220 05-16-99 209 A File
Off: A/C Arthur Kenney; Drv: C/A Erick Matinez

Cause: Misjudged clearance - Div 3, returning from an incident and while backing out of a driveway, struck a parked vehicle

3. CONSENT CALENDAR

G) Accidents (Continued)

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 29 through June 11, 1999.

I) Temporary Appointments

Reporting having made 409 temporary appointments May 29 through June 11, 1999.

Commissioner Soulis moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "I" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

Report having made 409 temporary appointments during Payroll Period May 29 through June 11, 1999.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	4	06/04/99
BARBANO MARK J	0040	0050	2	06/01/99
BARDEN JAMES A	0040	0050	2	06/05/99
BOUDOURES ROBERT G	0040	0050	2	06/09/99
BOUDOURES ROBERT G	0040	0050	2	06/06/99
BOUDOURES ROBERT G	0040	0050	4	05/31/99
BRACCO RICHARD D	0040	0050	2	06/07/99
BRACCO RICHARD D	0040	0050	2	06/04/99
CARDINALE FRANK T	0040	0050	2	06/08/99
CARDINALE FRANK T	0040	0050	2	06/01/99
CARDINALE FRANK T	0040	0050	2	06/02/99
FERRY JAMES C	0040	0050	2	06/04/99
JONES PAUL D	0040	0050	2	05/29/99
JONES PAUL D	0040	0050	2	06/02/99
LO JOHNNY ROBERT	0040	0050	2	06/06/99
MALONEY GEORGE W	0040	0050	1	05/29/99
MALONEY GEORGE W	0040	0050	2	05/29/99
MALONEY GEORGE W	0040	0050	2	05/30/99
MAZEAU JOSEPH J	0040	0050	2	06/08/99
TRACEY JAMES M	0040	0050	2	05/30/99
TRIVERSARO' JOHN M	0040	0050	2	06/10/99
TREANOR FRANK R	0040	0050	7	05/30/99
WALSH DONALD M	0040	0050	2	06/11/99
			2	05/30/99
			1	05/29/99
			2	06/06/99
HSIEH ARTHUR	0033	0043	9	06/01/99
				06/11/99
BONNEL MICHAEL W	0030	0040	2	06/10/99
BONNEL MICHAEL W	0030	0040	2	06/11/99
BONNEL MICHAEL W	0030	0040	2	06/07/99
CAREY WILLIAM G	0030	0040	2	05/29/99
CAREY WILLIAM G	0030	0040	2	05/30/99
CAREY WILLIAM G	0030	0040	2	06/10/99
CAREY WILLIAM G	0030	0040	4	06/01/99
CARLOMAGNO JOSEPH	0030	0040	2	06/05/99
GEE EDWARD N	0030	0040	2	05/29/99
NOLAN MICHAEL J	0030	0040	2	05/30/99
NOLAN MICHAEL J	0030	0040	2	06/04/99
ODONNELL EDWARD JR	0030	0040	2	06/05/99
ODONNELL EDWARD JR	0030	0040	2	05/30/99
ODONNELL EDWARD JR	0030	0040	4	06/03/99
PEEFF JOHN T	0030	0040	1	05/29/99
PEEFF JOHN T	0030	0040	4	06/05/99
PEEFF JOHN T	0030	0040	2	06/02/99
ROYBAL PETER D	0030	0040	4	05/29/99
SERAFINI WILLIAM F	0030	0040	5	06/02/99
SIRAGUSA THOMAS A	0030	0040	2	06/07/99
SIRAGUSA THOMAS A	0030	0040	2	05/30/99
SIRAGUSA THOMAS A	0030	0040	1	06/11/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

STEFANI ANTHONY R	0030	0040	2	06/05/99	06/06/99
STEFANI ANTHONY R	0030	0040	2	05/30/99	05/31/99
SULLIVAN DAVID R	0030	0040	2	05/30/99	05/31/99
TRAINOR RONALD E	0030	0040	2	06/04/99	06/05/99
TRAINOR RONALD E	0030	0040	2	06/01/99	06/02/99
WILHELM ROGER J	0030	0040	2	06/04/99	06/05/99
FARRIS KENNETH	0030	0039	9	06/01/99	06/11/99
KOCHEVAR RICHARD	0030	0039	7	06/01/99	06/10/99
RYAN THOMAS	0030	0039	9	06/01/99	06/11/99
CHOCKER KEVIN	0001	0033	8	06/02/99	06/11/99
DAVIS ARTHUR	0001	0033	7	06/01/99	06/11/99
JENNER DARREN	0001	0033	9	05/17/99	05/27/99
KUZMA ROBERT	0001	0033	8	06/01/99	06/10/99
MCDEVITT CHARLES	0001	0033	6	05/31/99	06/10/99
ORTIZ SCHULDT GLENN	0020	0033	11	05/15/99	05/27/99
ROBINSON ANTHONY	0020	0033	4	05/16/99	05/20/99
STOREY ERIC	0001	0033	3	05/30/99	06/11/99
TONG SANDY	0001	0033	4	06/01/99	06/04/99
AHUMADA MICHAEL R	0020	0030	4	06/03/99	06/07/99
AHUMADA MICHAEL R	0020	0030	2	05/31/99	06/01/99
ALGER THOMAS E	0020	0030	2	05/30/99	05/31/99
ARTEMOFF GEORGE S	0020	0030	2	06/08/99	06/09/99
ARTEMOFF GEORGE S	0020	0030	2	05/30/99	05/31/99
BARAONA EUGENE A	0020	0030	8	05/31/99	06/10/99
BARTELS WILLIAM J	0020	0030	2	05/31/99	06/01/99
BELLO MICHAEL W	0020	0030	2	06/06/99	06/07/99
BOKURA STEVEN MASAACKI	0020	0030	2	06/04/99	06/05/99
BOKURA STEVEN MASAACKI	0020	0030	2	06/01/99	06/02/99
BONNIE WM SCOTLAND	0020	0030	5	06/05/99	06/11/99
BONNIE WM SCOTLAND	0020	0030	2	06/02/99	06/03/99
BRYANT MICHAEL R	0020	0030	2	06/06/99	06/07/99
CARROLL DAVID A	0020	0030	2	06/04/99	06/05/99
DITO AUSTIN M	0020	0030	2	06/10/99	06/11/99
DITO AUSTIN M	0020	0030	2	06/04/99	06/05/99
ERLER RUDOLPH L	0020	0030	4	06/03/99	06/07/99
FORBES JOHN J III	0020	0030	2	05/29/99	05/30/99
FRANKLIN DAVID	0020	0030	10	05/31/99	06/11/99
FREDIANI DONALD L	0020	0030	2	06/05/99	06/06/99
FREDIANI DONALD L	0020	0030	2	06/02/99	06/03/99
FUHRMAN PAUL	0020	0030	2	06/07/99	06/08/99
GALLEGOS THOMAS M	0020	0030	2	06/09/99	06/10/99
GALLEGOS THOMAS M	0020	0030	4	06/03/99	06/07/99
GARRY KEVIN J	0020	0030	2	06/08/99	06/09/99
GARRY KEVIN J	0020	0030	2	06/02/99	06/03/99
GUTIERREZ RICHARD	0020	0030	9	05/29/99	06/10/99
HENTZ JAMES R	0020	0030	2	06/01/99	06/02/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

JEBE HENRY H III	0020	0030	5	06/05/99	06/11/99
JEBE HENRY H III	0020	0030	2	06/02/99	06/03/99
JONES MICHAEL	0020	0030	3	06/08/99	06/11/99
JONES STEVEN P	0020	0030	2	05/30/99	05/31/99
KAWAGUCHI TODD	0020	0030	2	05/30/99	05/31/99
KELLY THOMAS J	0020	0030	2	05/29/99	05/30/99
KILGARIFF JAMES K	0020	0030	2	06/09/99	06/10/99
KILGARIFF JAMES K	0020	0030	2	06/06/99	06/07/99
KILGARIFF JAMES K	0020	0030	1	05/29/99	05/29/99
KING ALEXANDER M	0020	0030	2	06/06/99	06/07/99
KING ALEXANDER M	0020	0030	1	05/29/99	05/29/99
KOJIMOTO GLEN MARTIN	0020	0030	2	05/30/99	05/31/99
KUBEL DENNIS	0020	0030	2	05/30/99	05/31/99
LAUER RICHARD L	0020	0030	4	06/05/99	06/09/99
LAUER RICHARD L	0020	0030	2	06/02/99	06/03/99
LAUER RICHARD L	0020	0030	2	05/30/99	05/31/99
LEE JAMES J	0020	0030	2	06/10/99	06/11/99
LEE JAMES J	0020	0030	2	06/07/99	06/08/99
LEE JAMES J	0020	0030	2	06/04/99	06/05/99
LEE JAMES J	0020	0030	4	05/29/99	06/02/99
LEWIN RONALD R	0020	0030	2	05/30/99	05/31/99
LIGGINS EDWARD JR	0020	0030	4	05/30/99	06/03/99
MAY GARY A	0020	0030	9	05/29/99	06/10/99
MCHUGH JAMES E	0020	0030	2	06/09/99	06/10/99
MCHUGH JAMES E	0020	0030	2	06/03/99	06/04/99
MCHUGH JAMES E	0020	0030	1	05/29/99	05/29/99
MOLINARI RAYMOND L	0020	0030	2	05/30/99	05/31/99
MOLINARI ROBERT M	0020	0030	8	05/29/99	06/08/99
MONTAGUE GARY M	0020	0030	2	06/05/99	06/06/99
MONTAGUE GARY M	0020	0030	2	06/02/99	06/03/99
MURRAY THOMAS E	0020	0030	8	05/29/99	06/08/99
OCONNOR JAMES J	0020	0030	2	06/10/99	06/11/99
OCONNOR JAMES J	0020	0030	2	06/07/99	06/08/99
OCONNOR JAMES J	0020	0030	2	06/04/99	06/05/99
OCONNOR JAMES J	0020	0030	2	06/01/99	06/02/99
OLLER ROBERT G	0020	0030	2	05/30/99	05/31/99
RIEMER JAMES G	0020	0030	8	05/29/99	06/07/99
RIPOLL GEORGE J	0020	0030	2	06/09/99	06/10/99
RIPOLL GEORGE J	0020	0030	2	06/06/99	06/07/99
RIPOLL GEORGE J	0020	0030	2	06/03/99	06/04/99
RIPOLL GEORGE J	0020	0030	2	05/31/99	06/01/99
RIZOTTO ALFRED C	0020	0030	2	06/04/99	06/05/99
ROBINSON RICHARD	0020	0030	1	05/29/99	05/29/99
ROSS MARTY A	0020	0030	4	06/05/99	06/09/99
SHERIDAN REID K	0020	0030	4	06/06/99	06/10/99
SHERIDAN REID K	0020	0030	2	06/03/99	06/04/99
SHERIDAN REID K	0020	0030	2	05/31/99	06/01/99
SMITH STEPHEN C	0020	0030	2	06/10/99	06/11/99
SOULE ANTHONY P	0020	0030	8	05/29/99	06/11/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

STEWART GREGORY	0020	0030	1	05/29/99	05/29/99
SUTTER DENNIS J	0020	0030	2	05/30/99	05/31/99
VASQUEZ MANUEL M	0020	0030	2	06/10/99	06/11/99
WALSH FREDERICK C	0020	0030	2	06/03/99	06/04/99
WALSH FREDERICK C	0020	0030	2	05/31/99	06/01/99
WANGARA BERNNE	0020	0030	2	06/01/99	06/02/99
BANFORD ETHAN	0020	0028	10	05/31/99	06/11/99
CASTELLANOS RUDOLPH	0020	0028	8	06/01/99	06/11/99
DEA EDMUND	0020	0028	9	06/01/99	06/11/99
DRISCOLL JOSEPH	0020	0028	10	05/31/99	06/11/99
FIELDS MONICA	0020	0028	8	05/31/99	06/11/99
HALE REX	0020	0028	9	06/01/99	06/11/99
HIGGINS JOSEPH	0020	0028	10	05/31/99	06/11/99
JONES GREGORY	0020	0028	9	06/01/99	06/11/99
LABRADO RUDOLPH	0020	0028	9	06/01/99	06/11/99
MCGREGOR RAEMONA	0020	0028	9	06/01/99	06/11/99
MULLANEY PATRICK	0020	0028	9	06/01/99	06/11/99
RABBITT BRIAN	0020	0028	4	06/01/99	06/08/99
SMITH STEPHEN	0020	0028	9	06/01/99	06/10/99
FERRANDO JOHN J	0010	0020	2	06/07/99	06/08/99
FERRANDO JOHN J	0010	0020	2	06/04/99	06/05/99
FERRANDO JOHN J	0010	0020	2	06/01/99	06/02/99
JOHNSON DAVID ALAN	0010	0020	2	06/08/99	06/09/99
JOHNSON DAVID ALAN	0010	0020	2	06/05/99	06/06/99
JOHNSON DAVID ALAN	0010	0020	2	06/02/99	06/03/99
MORRISON JOSEPH	0010	0020	2	06/06/99	06/07/99
OWYANG GREGORY	0010	0020	6	06/01/99	06/10/99
PAUL ALLAN R	0010	0020	2	06/05/99	06/06/99
RIBA DOUGLAS	0010	0020	2	06/04/99	06/05/99
RIBA DOUGLAS	0010	0020	2	05/29/99	05/30/99
SELLIN STEPHEN M	0010	0020	2	06/07/99	06/08/99
SELLIN STEPHEN M	0010	0020	2	06/01/99	06/02/99
SELLIN STEPHEN M	0010	0020	2	05/29/99	05/30/99
URQUIAGA PAUL THOMAS	0010	0020	2	06/02/99	06/03/99
URQUIAGA PAUL THOMAS	0010	0020	2	05/30/99	05/31/99
BACCIOCCO LOUIS F	0002	0020	2	06/09/99	06/10/99
BACCIOCCO LOUIS F	0002	0020	3	05/29/99	06/01/99
BAILON THOMAS R	0002	0020	2	06/08/99	06/09/99
BAILON THOMAS R	0002	0020	2	06/02/99	06/03/99
BAILON THOMAS R	0002	0020	2	05/30/99	05/31/99
BALMY ALEC MICHAEL	0002	0020	7	05/29/99	06/07/99
BECKERLEY JOHN G	0002	0020	2	06/09/99	06/10/99
BECKERLEY JOHN G	0002	0020	2	06/06/99	06/07/99
BECKERLEY JOHN G	0002	0020	5	05/29/99	06/04/99
BLAKE JAMES M	0002	0020	3	06/08/99	06/11/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

BLAKE JAMES M	0002	0020	2	06/05/99	06/06/99
BLAKE JAMES M	0002	0020	2	06/02/99	06/03/99
BLAKE JAMES M	0002	0020	2	05/30/99	05/31/99
BLAKE RICHARD A	0002	0020	2	06/04/99	06/05/99
BLAKE RICHARD A	0002	0020	2	05/29/99	05/30/99
BOTELHO ERIC J	0002	0020	2	06/10/99	06/11/99
CALKIN ELBERT R	0002	0020	2	06/09/99	06/10/99
CALKIN ELBERT R	0002	0020	2	06/03/99	06/04/99
CASTAIN MAURICE	0002	0020	8	06/01/99	06/10/99
CHARLTON MICHAEL B	0002	0020	6	06/03/99	06/10/99
CHARLTON MICHAEL B	0002	0020	1	05/29/99	05/29/99
CHU EDWARD Y	0002	0020	2	06/09/99	06/10/99
CHU EDWARD Y	0002	0020	4	06/03/99	06/07/99
CHU EDWARD Y	0002	0020	1	05/29/99	05/29/99
COLUMBINI JEFF ANTHONY	0002	0020	2	06/06/99	06/07/99
COTTRELL PETER	0002	0020	6	05/30/99	06/08/99
CRISPEN DEAN MATHEW	0002	0020	2	06/01/99	06/02/99
CRISPEN DEAN MATHEW	0002	0020	2	05/29/99	05/30/99
CUNNANE JAMES P	0002	0020	2	06/07/99	06/08/99
CUNNANE JAMES P	0002	0020	2	06/04/99	06/05/99
CUNNANE JAMES P	0002	0020	2	06/01/99	06/02/99
DIAZ CHRISTOPHER A	0002	0020	2	05/30/99	05/31/99
DICKERSON WILLIAM	0002	0020	2	05/29/99	05/30/99
DIGGS TYRONE J	0002	0020	2	06/04/99	06/05/99
DILUZIO JOHN A	0002	0020	2	06/10/99	06/11/99
DILUZIO JOHN A	0002	0020	2	06/07/99	06/08/99
DILUZIO JOHN A	0002	0020	2	06/04/99	06/05/99
DONNELLY RAYMOND J	0002	0020	2	06/01/99	06/02/99
DONNELLY RAYMOND J	0002	0020	2	06/08/99	06/09/99
DONNELLY RAYMOND J	0002	0020	2	06/05/99	06/06/99
DUNN GERALD R	0002	0020	2	05/30/99	05/31/99
FARAC STEPHEN N	0002	0020	7	05/30/99	06/11/99
FARAC STEPHEN N	0002	0020	2	06/04/99	06/05/99
FAUSS MICHAEL	0002	0020	2	05/29/99	05/30/99
FAUSS MICHAEL	0002	0020	2	06/04/99	06/05/99
FITZPATRICK JOSEPH	0002	0020	2	05/29/99	05/30/99
GIBSON BERNARD D	0002	0020	2	06/10/99	06/11/99
GISSLER JACK A	0002	0020	2	06/07/99	06/08/99
GISSLER JACK A	0002	0020	4	06/06/99	06/10/99
GOGGIN DONALD JAMES	0002	0020	5	05/29/99	06/04/99
GOGGIN DONALD JAMES	0002	0020	2	06/10/99	06/11/99
GOGGIN DONALD JAMES	0002	0020	2	06/04/99	06/05/99
GOGGIN DONALD JAMES	0002	0020	2	06/01/99	06/02/99
GRAYS ERNEST P	0002	0020	2	05/29/99	05/30/99
GRAYS ERNEST P	0002	0020	2	06/04/99	06/05/99
GRIMESEY PATRICK E	0002	0020	2	05/29/99	05/30/99
GRIMESEY PATRICK E	0002	0020	2	06/09/99	06/10/99
GRIMESEY PATRICK E	0002	0020	2	06/06/99	06/07/99
GRIMESEY PATRICK E	0002	0020	2	06/03/99	06/04/99

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I) Temporary Appointments (Continued)

HERRERA RUBEN	0002	0020	2	06/09/99	06/10/99
HERRERA RUBEN	0002	0020	2	06/06/99	06/07/99
HESTER JOHN W	0002	0020	4	06/03/99	06/07/99
HESTER JOHN W	0002	0020	1	05/29/99	05/29/99
HILL STEVEN H	0002	0020	2	06/05/99	06/06/99
HILL STEVEN H	0002	0020	4	05/30/99	06/03/99
HOGAN WILLIAM D	0002	0020	2	06/09/99	06/10/99
HOGAN WILLIAM D	0002	0020	1	05/29/99	05/29/99
HURTADO VICTOR GABRIEL	0002	0020	2	06/08/99	06/09/99
HURTADO VICTOR GABRIEL	0002	0020	6	05/30/99	06/06/99
JONES KENNETH R	0002	0020	10	05/29/99	06/11/99
KANE MARK E	0002	0020	4	05/29/99	06/02/99
KANNISTO RICHARD A	0002	0020	2	06/02/99	06/03/99
KING JOSEPH L	0002	0020	6	05/30/99	06/06/99
KNIGHT ROHAN	0002	0020	3	06/08/99	06/11/99
KNIGHT ROHAN	0002	0020	2	06/02/99	06/03/99
KOENIG WILLIAM G	0002	0020	3	05/29/99	06/01/99
LAU KERBY	0002	0020	2	06/05/99	06/06/99
LAU KERBY	0002	0020	2	06/02/99	06/03/99
LAU KERBY	0002	0020	2	05/30/99	05/31/99
LEE ARNIE	0002	0020	2	06/05/99	06/06/99
LEE SONNY T	0002	0020	2	06/08/99	06/09/99
LEE SONNY T	0002	0020	2	06/05/99	06/06/99
LEE SONNY T	0002	0020	2	06/02/99	06/03/99
LEE SONNY T	0002	0020	2	05/30/99	05/31/99
LOMBARDI KENNETH A	0002	0020	2	06/10/99	06/11/99
LOMBARDI KENNETH A	0002	0020	2	06/07/99	06/08/99
LOMBARDI KENNETH A	0002	0020	2	06/01/99	06/02/99
MARTINEZ ANTHONY DAMON	0002	0020	2	06/04/99	06/05/99
MARTINEZ ANTHONY DAMON	0002	0020	2	06/01/99	06/02/99
MARTINEZ ANTHONY DAMON	0002	0020	2	05/29/99	05/30/99
MATEIK ROBERT STEPHEN	0002	0020	2	06/08/99	06/09/99
MATEIK ROBERT STEPHEN	0002	0020	2	06/02/99	06/03/99
MCCULLOCH TRACIE KAY	0002	0020	2	06/05/99	06/06/99
MCCHUGH PAUL	0002	0020	1	06/11/99	06/11/99
MERRILL CLIFTON D	0002	0020	2	05/30/99	05/31/99
MULHAIR LESLIE K	0002	0020	2	06/09/99	06/10/99
MULHAIR LESLIE K	0002	0020	2	06/03/99	06/04/99
MULHAIR LESLIE K	0002	0020	3	05/29/99	06/01/99
MUNIZ ROBERT P	0002	0020	2	06/06/99	06/07/99
MUNIZ ROBERT P	0002	0020	1	05/29/99	05/29/99
NAVARRET BRUCE A	0002	0020	2	06/05/99	06/06/99
NAVARRET BRUCE A	0002	0020	2	06/02/99	06/03/99
NEWTON DWIGHT	0002	0020	2	06/04/99	06/05/99
OHLER MELINDA JEAN	0002	0020	2	05/29/99	05/30/99
OLEARY MICHAEL E	0002	0020	2	06/10/99	06/11/99
OLEARY MICHAEL E	0002	0020	2	06/07/99	06/08/99
OLEARY MICHAEL E	0002	0020	2	06/01/99	06/02/99
OLEARY MICHAEL E	0002	0020	2	05/29/99	05/30/99

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I) Temporary Appointments (Continued)

BLAKE JAMES M	0002	0020			
BLAKE JAMES M	0002	0020		06/05/99	06/06/99
BLAKE JAMES M	0002	0020	2	06/02/99	06/03/99
BLAKE RICHARD A	0002	0020	2	05/30/99	05/31/99
BLAKE RICHARD A	0002	0020	2	06/04/99	06/05/99
BOTELHO ERIC J	0002	0020	2	05/29/99	05/30/99
CALKIN ELBERT R	0002	0020	2	06/10/99	06/11/99
CALKIN ELBERT R	0002	0020	2	06/09/99	06/10/99
CASTAIN MAURICE	0002	0020	2	06/03/99	06/04/99
CHARLTON MICHAEL B	0002	0020	8	06/01/99	06/10/99
CHARLTON MICHAEL B	0002	0020	6	06/03/99	06/10/99
CHU EDWARD. Y	0002	0020	1	05/29/99	05/29/99
CHU EDWARD Y	0002	0020	2	06/09/99	06/10/99
CHU EDWARD Y	0002	0020	4	06/03/99	06/07/99
COLUMBINI JEFF ANTHONY	0002	0020	1	05/29/99	05/29/99
COTTRELL PETER	0002	0020	2	06/06/99	06/07/99
CRISPEN DEAN MATHEW	0002	0020	6	05/30/99	06/08/99
CRISPEN DEAN MATHEW	0002	0020	2	06/01/99	06/02/99
CUNNANE JAMES P	0002	0020	2	05/29/99	05/30/99
CUNNANE JAMES P	0002	0020	2	06/07/99	06/08/99
CUNNANE JAMES P	0002	0020	2	06/04/99	06/05/99
DIAZ CHRISTOPHER A	0002	0020	2	06/01/99	06/02/99
DICKERSON WILLIAM	0002	0020	2	05/30/99	05/31/99
DIGGS TYRONE J	0002	0020	2	05/29/99	05/30/99
DILUZIO JOHN A	0002	0020	2	06/04/99	06/05/99
DILUZIO JOHN A	0002	0020	2	06/10/99	06/11/99
DILUZIO JOHN A	0002	0020	2	06/07/99	06/08/99
DILUZIO JOHN A	0002	0020	2	06/04/99	06/05/99
DONNELLY RAYMOND J	0002	0020	2	06/01/99	06/02/99
DONNELLY RAYMOND J	0002	0020	2	06/08/99	06/09/99
DONNELLY RAYMOND J	0002	0020	2	06/05/99	06/06/99
DUNN GERALD R	0002	0020	2	05/30/99	05/31/99
FARAC STEPHEN N	0002	0020	7	05/30/99	06/11/99
FARAC STEPHEN N	0002	0020	2	06/04/99	06/05/99
FAUSS MICHAEL	0002	0020	2	05/29/99	05/30/99
FAUSS MICHAEL	0002	0020	2	06/04/99	06/05/99
FITZPATRICK JOSEPH	0002	0020	2	05/29/99	05/30/99
GIBSON BERNARD D	0002	0020	2	06/10/99	06/11/99
GISSLER JACK A	0002	0020	2	06/07/99	06/08/99
GISSLER JACK A	0002	0020	4	06/06/99	06/10/99
GOGGIN DONALD JAMES	0002	0020	5	05/29/99	06/04/99
GOGGIN DONALD JAMES	0002	0020	2	06/10/99	06/11/99
GOGGIN DONALD JAMES	0002	0020	2	06/04/99	06/05/99
GOGGIN DONALD JAMES	0002	0020	2	06/01/99	06/02/99
GRAYS ERNEST P	0002	0020	2	05/29/99	05/30/99
GRAYS ERNEST P	0002	0020	2	06/04/99	06/05/99
GRIMESEY PATRICK E	0002	0020	2	05/29/99	05/30/99
GRIMESEY PATRICK E	0002	0020	2	06/09/99	06/10/99
GRIMESEY PATRICK E	0002	0020	2	06/06/99	06/07/99
GRIMESEY PATRICK E	0002	0020	2	06/03/99	06/04/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

HERRERA RUBEN	0002	0020	2	06/09/99	06/10/99
HERRERA RUBEN	0002	0020	2	06/06/99	06/07/99
HESTER JOHN W	0002	0020	4	06/03/99	06/07/99
HESTER JOHN W	0002	0020	1	05/29/99	05/29/99
HILL STEVEN H	0002	0020	2	06/05/99	06/06/99
HILL STEVEN H	0002	0020	4	05/30/99	06/03/99
HOGAN WILLIAM D	0002	0020	2	06/09/99	06/10/99
HOGAN WILLIAM D	0002	0020	1	05/29/99	05/29/99
HURTADO VICTOR GABRIEL	0002	0020	2	06/08/99	06/09/99
HURTADO VICTOR GABRIEL	0002	0020	6	05/30/99	06/06/99
JONES KENNETH R	0002	0020	10	05/29/99	06/11/99
KANE MARK E	0002	0020	4	05/29/99	06/02/99
KANNISTO RICHARD A	0002	0020	2	06/02/99	06/03/99
KING JOSEPH L	0002	0020	6	05/30/99	06/06/99
KNIGHT ROHAN	0002	0020	3	06/08/99	06/11/99
KNIGHT ROHAN	0002	0020	2	06/02/99	06/03/99
KOENIG WILLIAM G	0002	0020	3	05/29/99	06/01/99
LAU KERBY	0002	0020	2	06/05/99	06/06/99
LAU KERBY	0002	0020	2	06/02/99	06/03/99
LAU KERBY	0002	0020	2	05/30/99	05/31/99
LEE ARNIE	0002	0020	2	06/05/99	06/06/99
LEE SONNY T	0002	0020	2	06/08/99	06/09/99
LEE SONNY T	0002	0020	2	06/05/99	06/06/99
LEE SONNY T	0002	0020	2	06/02/99	06/03/99
LEE SONNY T	0002	0020	2	05/30/99	05/31/99
LOMBARDI KENNETH A	0002	0020	2	06/10/99	06/11/99
LOMBARDI KENNETH A	0002	0020	2	06/07/99	06/08/99
LOMBARDI KENNETH A	0002	0020	2	06/01/99	06/02/99
MARTINEZ ANTHONY DAMON	0002	0020	2	06/04/99	06/05/99
MARTINEZ ANTHONY DAMON	0002	0020	2	06/01/99	06/02/99
MARTINEZ ANTHONY DAMON	0002	0020	2	05/29/99	05/30/99
MATEIK ROBERT STEPHEN	0002	0020	2	06/08/99	06/09/99
MATEIK ROBERT STEPHEN	0002	0020	2	06/02/99	06/03/99
MCCULLOCH TRACIE KAY	0002	0020	2	06/05/99	06/06/99
MCCHUGH PAUL	0002	0020	1	06/11/99	06/11/99
MERRILL CLIFTON D	0002	0020	2	05/30/99	05/31/99
MULHAIR LESLIE K	0002	0020	2	06/09/99	06/10/99
MULHAIR LESLIE K	0002	0020	2	06/03/99	06/04/99
MULHAIR LESLIE K	0002	0020	3	05/29/99	06/01/99
MUNIZ ROBERT P	0002	0020	2	06/06/99	06/07/99
MUNIZ ROBERT P	0002	0020	1	05/29/99	05/29/99
NAVARRET BRUCE A	0002	0020	2	06/05/99	06/06/99
NAVARRET BRUCE A	0002	0020	2	06/02/99	06/03/99
NEWTON DWIGHT	0002	0020	2	06/04/99	06/05/99
OHLER MELINDA JEAN	0002	0020	2	05/29/99	05/30/99
OLEARY MICHAEL E	0002	0020	2	06/10/99	06/11/99
OLEARY MICHAEL E	0002	0020	2	06/07/99	06/08/99
OLEARY MICHAEL E	0002	0020	2	06/01/99	06/02/99
OLEARY MICHAEL E	0002	0020	2	05/29/99	05/30/99

3. CONSENT CALENDAR

1) Temporary Appointments (Continued)

ORENGO JOE C JR	0002				
ORENGO JOE C JR	0002			05/29/99	06/10/99
OSHEA JOHN P	0002			05/29/99	05/30/99
PARATLEY ANITA DAWN	0002			05/28/99	05/28/99
PARATLEY ANITA DAWN	0002		1	06/10/99	06/11/99
PARATLEY ANITA DAWN	0002		2	06/04/99	06/05/99
PARENT JOHN C	0002		2	06/01/99	06/02/99
PARENT JOHN C	0002		2	06/06/99	06/07/99
PATT MICHAEL DONALD	0002		2	06/03/99	06/04/99
PATT MICHAEL DONALD	0002		4	06/06/99	06/10/99
PLATT BRUCE E	0002		2	05/31/99	06/01/99
PLATT BRUCE E	0002		2	06/05/99	06/06/99
QUINN MICHAEL SEAN	0002		2	05/30/99	05/31/99
REYES CRISTEO A	0002		2	05/29/99	05/30/99
RITTER DAVID C	0002		2	06/04/99	06/05/99
RITTER DAVID C	0002		2	06/04/99	06/05/99
RITTER DAVID C	0002		2	06/01/99	06/02/99
SAITZ DAVID CLEMENT	0002		2	05/29/99	05/30/99
SAITZ DAVID CLEMENT	0002		2	06/07/99	06/08/99
SAITZ DAVID CLEMENT	0002		2	06/04/99	06/05/99
SALA SIULAGI L	0002		4	05/29/99	06/02/99
SERPA ANTHONY J	0002		2	05/30/99	05/31/99
SERPA ANTHONY J	0002		2	06/07/99	06/08/99
SKAIN PATRICK M	0002		2	06/01/99	06/02/99
SKAIN PATRICK M	0002		2	06/02/99	06/03/99
SLATTERY RICHARD F	0002		2	05/30/99	05/31/99
STORTI WILLIAM OLIVER	0002		3	05/29/99	06/01/99
STORTI WILLIAM OLIVER	0002		2	06/10/99	06/11/99
STORTI WILLIAM OLIVER	0002		2	06/07/99	06/08/99
STORTI WILLIAM OLIVER	0002		2	06/04/99	06/05/99
SULLIVAN DENNIS WILLIAM	0002		2	06/01/99	06/02/99
SULLIVAN GERALD	0002		7	05/30/99	06/11/99
SUN DAVID	0002		7	05/30/99	06/11/99
SUN DAVID	0002		2	06/10/99	06/11/99
TSUJIMOTO RONNY B	0002		2	05/29/99	05/30/99
TSUJIMOTO RONNY B	0002		2	06/08/99	06/09/99
TSUJIMOTO RONNY B	0002		2	06/05/99	06/06/99
TSUJIMOTO RONNY B	0002		2	06/02/99	06/03/99
TURNQUIST ROBERT JEFFREY	0002		2	05/30/99	05/31/99
URQUIAGA PAUL	0002		4	06/01/99	06/08/99
WONG MIKE JAMES	0002		2	05/30/99	05/31/99
WONG MIKE JAMES	0002		2	06/09/99	06/10/99
WONG MIKE JAMES	0002		2	06/06/99	06/07/99
WONG SUEON F	0002		3	05/29/99	06/01/99
WONG SUEON F	0002		2	06/06/99	06/07/99
WYRSCH VICTOR HERMAN	0002		3	05/29/99	06/01/99
			8	06/01/99	06/11/99
WONG JEFFREY	0002		4	06/01/99	06/04/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

AREJA TIM TATEISHI	0002	0010	2	06/04/99	06/05/99
ARONSON DANIEL P	0002	0010	2	06/08/99	06/09/99
BIAGINI DANIEL	0002	0010	9	05/29/99	06/10/99
BIEBER ROBERT PAUL	0002	0010	2	05/29/99	05/30/99
BROCK JANET LOUISE	0002	0010	2	06/04/99	06/05/99
CELONA MICHAEL	0002	0010	9	05/29/99	06/10/99
CLARK MICHAEL DEVANCE	0002	0010	2	05/29/99	05/30/99
EMMONS CHRISTINE ELYSE	0002	0010	2	06/07/99	06/08/99
ERTOLA CHADWICK CLARK	0002	0010	2	06/10/99	06/11/99
FAUSS MICHAEL	0002	0010	2	06/07/99	06/08/99
GORDON DAVID	0002	0010	4	06/05/99	06/10/99
GREENE ALISON KIM	0002	0010	3	06/05/99	06/11/99
HAYES MARK T	0002	0010	2	05/30/99	05/31/99
HIGGINS PATRICK BERNARD	0002	0010	2	05/31/99	06/01/99
HOO ERIKA V	0002	0010	2	05/31/99	06/01/99
JEPSEN CARL MICHAEL	0002	0010	2	05/31/99	06/01/99
JONES KENNETH L	0002	0010	2	06/10/99	06/11/99
JONES KENNETH L	0002	0010	2	06/07/99	06/08/99
JONES KENNETH L	0002	0010	4	05/29/99	06/05/99
JONES MICKI A	0002	0010	3	06/08/99	06/11/99
JONES MICKI A	0002	0010	2	06/02/99	06/03/99
JONES MICKI A	0002	0010	2	05/30/99	05/31/99
JONES MICKI A	0002	0010	8	05/29/99	06/11/99
KARAWANNY GEORGE	0002	0010	1	06/11/99	06/11/99
LABRADO EDWARD	0002	0010	2	06/02/99	06/03/99
LABRADO EDWARD	0002	0010	2	05/30/99	05/31/99
LAU RONALD TSUN KIT	0002	0010	2	06/01/99	06/02/99
MARTINEZ MARIA LOURDES	0002	0010	2	06/08/99	06/09/99
OKELLY CARISA NMI	0002	0010	2	06/01/99	06/02/99
PAIGE JOEL BARRY	0002	0010	2	06/01/99	06/10/99
PAMPANIN VINCENT	0002	0010	11	05/29/99	06/05/99
PRIEM CAROLINE ANASTASIA	0002	0010	2	06/04/99	06/02/99
PRIEM CAROLINE ANASTASIA	0002	0010	2	06/01/99	05/30/99
PRIEM CAROLINE ANASTASIA	0002	0010	2	06/04/99	06/05/99
ROMERO DANIEL G	0002	0010	2	06/01/99	06/02/99
SCOLA MATTHEW J	0002	0010	2	06/02/99	06/03/99
SMITH KRISTA	0002	0010	2	06/10/99	06/11/99
TSE MARY MEI LIN	0002	0010	2	06/01/99	06/02/99
TSE MARY MEI LIN	0002	0010	2	05/29/99	05/30/99
TSE MARY MEI LIN	0002	0010	5	05/29/99	06/07/99
VERANT ROGER	0002	0010	2	06/03/99	06/04/99
WONG BARRY D	0002	0010	2	06/01/99	06/02/99
WU ALLEN SUNNY	0002	0010	2	06/01/99	06/02/99
WYMAN GREGORY B	0002	0010	2	06/01/99	06/09/99
ZACZEK CHRISTOPHER	0002	0010	2	06/08/99	06/06/99
ZACZEK CHRISTOPHER	0002	0010	2	06/05/99	
BARON ANDREW	0002	0003	9	05/30/99	06/11/99
FAUST RICHARD BRADLEY	0002	0003	7	05/30/99	06/11/99
GIACALONE STEPHEN VINCENT	0002	0003	8	05/29/99	06/10/99

3. CONSENT CALENDAR

1) Temporary Appointments (Continued)

MATHEWS BERGLIOTH M	0002	0003	8	06/01/99	06/11/99
MOLLOY KATHLEEN	0002	0003	2	05/29/99	05/30/99
WILSON JOSHUA J	0002	0003	10	05/29/99	06/11/99
WRIGHT LAWRENCE	0006	0024	8	05/31/99	06/11/99
MCGUINN MARTY	0002	0006	8	05/29/99	06/08/99
SCANNELL JOSEPH	0002	0006	8	05/29/99	06/11/99
THOMAS JENNIFER	0010	0006	7	05/29/99	06/10/99
VEGA PAUL	0010	0006	9	05/30/99	06/11/99
COFRESI ARTHUR	0022	0032	8	06/01/99	06/11/99
LI ERNEST	0022	0032	6	06/01/99	06/09/99
SUDANO JOHN	0022	0032	8	05/31/99	06/10/98
BRAIDA MICHAEL	0004	0022	8	06/01/99	06/11/99
CORDES THOMAS	0004	0022	4	05/31/99	06/03/99
CUTONE ROBERT	0004	0022	8	05/31/99	06/10/99
GRAFF JOSEPH	0004	0022	9	05/31/99	06/11/99
SCHEMBRI PETER	0006	0022	7	05/31/99	06/10/99
ARD GERALD	0002	0004	8	05/31/99	06/10/99
ESTABEZ MICHAEL	0002	0004	8	05/31/99	06/11/99
GATES PRISCILLA	0002	0004	9	05/31/99	06/11/99
GUISTRON BRUCE	0002	0004	7	05/31/99	06/11/99
HONG CLIFTON	0002	0004	8	05/31/99	06/10/99
PIOMBO JOHN	0002	0004	8	06/01/99	06/11/99
ZARI GERALD	0002	0004	7	05/31/99	06/10/99
DISABILITY PAY					
MILES WILLIAM	0040	0050	14	05/29/99	06/11/99
CEREGHINO KENNETH	0022	0032	14	05/29/99	06/01/99
BRODIE KENNETH	0020	0030	14	05/29/99	06/11/99
COBO MATIAS	0020	0030	14	05/29/99	06/11/99
FREDIANI DONALD	0020	0030	5	06/07/99	06/11/99
GARCIA GEORGE	0020	0030	14	05/29/99	06/11/99
HANSEN JERRY	0020	0030	14	05/29/99	06/11/99
HUBBARD FRED	0020	0030	14	05/29/99	06/11/99
KIM ROBERT	0020	0030	14	05/29/99	06/11/99
SCHAFER CHARLES	0020	0030	14	05/29/99	06/11/99
CORREA ANTONIO	0004	0022	14	05/29/99	06/11/99

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

CANADA JOHN	0002	0020	14	05/29/99	06/11/99
HUPKE KENNETH	0002	0020	14	05/29/99	06/11/99
OWEN KENNETH	0010	0020	14	05/29/99	06/11/99
KOENIG WILLIAM	0002	0020	10	06/02/99	06/11/99
PARENT JOHN	0002	0020	4	06/08/99	06/11/99
WINSLOW ROBERT	0002	0020	14	05/29/99	06/11/99
CARDER MARY	0002	0006	14	05/29/99	06/11/99

WORKERS COMPENSATION

MORAN MICHAEL	0040	0050	14	05/29/99	06/11/99
CERCOS JOHN	0030	0040	14	05/29/99	06/11/99

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies, or training.

Vice President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Beverly Healthcare Center
1477 Grove Street
San Francisco, California 94117

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

June 19, 1999

Dear Chief Demmons:

On June 18, 1999, Lieutenant Fernando Juarez gave an in-service to the staff at Beverly Healthcare in San Francisco.

This in-service was one of the most informative classes I have seen. I believe this service is serving the community very well.

Thanks.

/s/ JOHN A. ELMORE
Maintenance Supervisor

* * * * *

Note: The following five additional
typed letters of commendation are
included as part of Item 4.A)

Municipality of Anchorage



P.O. Box 196650
Anchorage, Alaska 99519-6650
Telephone: (907) 267-4900

Rick Mystrom, Mayor

FIRE DEPARTMENT
Administration
(1301 East 80th Avenue)

June 15, 1999

Robert L. Demmons
Fire Chief
San Francisco Fire Department
250 Golden Gate Ave. Room 225
San Francisco, CA 94107

Chief Demmons;

This letter is to recognize the humanitarian efforts of several of your personnel. The attached letter, which I have sent to Deputy Chief Gamble, explains the circumstances that prompted this letter. One of my Apparatus Drivers, Chris Larson, was stricken with a very aggressive form of cancer and was sent to a hospital in your city for treatment. While he was in the hospital your people visited and cheered him, shared war stories, and offered support to firefighter paramedic Norm Stout who had accompanied him. Their support and assistance eased the difficulties of being in an unfamiliar city and away from family.

Please convey the appreciation and thanks of the entire Anchorage Fire Department, IAFF Local #1264, and Chris' family to your personnel.

Sincerely,

Mike J. Nolan
Mike Nolan
Fire Chief

Enc.; Chief Gamble letter

Municipality of Anchorage



P.O. Box 190650
Anchorage, Alaska 99519-0650
Telephone: (907) 267-4900

Rick Mystrom, Mayor

FIRE DEPARTMENT
Administration
(1301 East 80th Avenue)

June 15, 1999

Harold Gamble
Deputy Chief of Operations
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Gamble;

As a long time firefighter and Chief I am certain you understand the difficulty in trying to express the depth of our appreciation for the compassion and support you and your crews provided Apparatus Engineer Chris Larson. Lying in a strange hospital, in an unfamiliar city with a fatal illness is bad, but the support provided by you and your personnel made it bearable. This note is to express the appreciation of the men and women of the Anchorage Fire Department for that hospitality and support. The crews from the Laguna and Polk and Post and Polk Fire Stations, the Battalion Chiefs and you all deserve a humanitarian award. Fire Apparatus Engineer Chris Larson and Fire Fighter Paramedic Norm Stout were extravagant in their praise of you and your firefighters. It was a very difficult time, made easier for Chris and Norm, as well as Chris' family. One of his comments was "it really makes you appreciate the caring and compassion of firefighters."

Chris managed to survive about a month after he got back. The cancer was just entirely too aggressive to be defeated. He maintained his dignity and love for his fellow firefighters, God, and his family right to the end. He repeated several times how much he appreciated the support provided by the San Francisco Firefighters.

Anchorage Firefighters and Friends held a wake to celebrate Chris' life, many kind words were spoken, and volumes of tears were shed, as we honored the passing of one of our own.

Please convey our appreciation and thanks, and if you are ever in Anchorage please stop to visit.

Sincerely,

Mike Nolan

Mike Nolan
Fire Chief



June 21, 1999

Chief Robert L. Demmons
Chief of the Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107-2015

Dear Chief Demmons,

Thank you for permitting Firefighter Edward Barbero, Firefighter Alison Greene, Paramedic Michael Trager and Paramedic Eric Nylander to perform the television spots for the Stroke Campaign. We are promoting early access to emergency medical services for persons experiencing symptoms of stroke. In our community women, particularly African American and Filipino women are at great risk. These spots will help us deliver this important message.

To a person, these individuals exhibited high degrees of professionalism and were very calm in the presence of the television camera.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Abbie Yant".

Abbie Yant
Administrator



June 21, 1999

Chief Robert L. Demmons
Chief of the Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107-2015

Dear Chief Demmons,

I wish to commend the efforts of Lieutenant Anthony Russo, Firefighter Shon Buford, Firefighter Michael Jones and Firefighter Daniel Yonts from Station 25 who assisted the Department of Public Health in preparing a new helicopter landing site on May 18, 1999 by hosing off the marked area on Pier 94-96. These firefighters responded on short notice and were very thorough and professional.

On a personnel note, I was able to bring my children, ages 4 and 7 to the Pier and the firefighters were delightful in showing them the equipment while teaching safety.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Abbie Yant".

Abbie Yant
Administrator

16 June 1999

Janet Jaskula
542 Head St.
San Francisco, Ca. 94132

Chief of SFFD
698 2nd Street
San Francisco, Ca. 94107

Re: Medic 12 Crew:
Kathy Malloy
Scott Eberhart
Dan Fleming

Dear Chief,

I am an RN employed in a major SF hospital and on May 17, 1999 I was involved in a MVA, hit and run, to which the above crew ultimately responded. I want you to know that they were most competent, professional, and caring in their treatment of me and I am most appreciative. I am still healing from that accident, which is why the delay in my writing to you but I would very much appreciate it if you could see to it that this commendation for a job very well done is included in the personnel files for each of these fine crew members.

Although the circumstances were difficult at best, it is very comforting to me to know that we have such fine people employed in the SFFD.

Again, thank you and please extend my thanks to them as well.

Sincerely,

A handwritten signature in cursive script, appearing to read "Janet".

Janet Jaskula

SHARI ZINN
RADIOLOGY DEPARTMENT SFGH
1001 POTRERO AVE
SAN FRANCISCO, CA 94110
(415) 205-8020

APRIL 24, 1999

CHIEF DEMMONS
SAN FRANCISCO FIRE DEPARTMENT

MARSHALL ISAACS MD
PARAMEDIC DIVISION DPH
SFGH - SF FIRE DEPARTMENT

RE: BRING YOUR DAUGHTER TO WORK DAY

THIS YEARS "BRING YOUR DAUGHTER TO WORK DAY" WAS A HUGE SUCCESS. OUR TOUR TURNED OUT TO BE VERY EXCITING FOR THE KIDS. THE PARAMEDIC PRESENTATION WAS CONSIDERED A HIGHLIGHT IN THE TOUR.

I WOULD LIKE TO EXPRESS A WARM FELT THANK YOU TO EVERYONE WHO PARTICIPATED IN THE PRESENTATION AND TO THOSE WHO ARRANGED EVERYTHING.

I LOOK FORWARD TO WORKING WITH YOUR TEAM OF PROFESSIONALS ON FUTURE PROJECTS.

ONCE AGAIN THANK YOU FOR YOUR TIME AND ENTHUSIASM WITH OUR SPECIAL EVENT.

SHARI ZINN CRT ARRT, M

Shari Zinn
SCT HRT M

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for June, 1999.

- a. There are (26) unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>May</u>	<u>June</u>
Vacation : Annual	21.84	23.03
IDV	7.61	7.40
Compensatory Time	5.16	5.23
Sick Leave	22.16	35.07
Disability	24.71	21.50
Military Leave	.10	.20
Light Duty	10.26	9.37
Other	<u>2.71</u>	<u>4.90</u>
Total	95.71	107.70

- c. The following Work on Days Off (Overtime) were awarded during the month of June:

8 - H50	Assistant Chiefs, for 24 hours
32 - H40	Battalion Chiefs, for 24 hours
42 - H30	Captains , for 24 hours
129 - H20	Lieutenants , for 24 hours
54 - H10	Chief's Aides , for 24 hours
8 - H3	FF/Paramedics , for 24 hours
527 - H2	Firefighters , for 24 hours
2 - H32	Captains, BFP, for 4 hours
1 - H22	Lieutenant, BFP, for 6 hours
1 - H4	Inspector, BFP, for 6 hours
1 - 6281	FSI-II, BFP, for 5 hours
1 - 6281	FSI-II, BFP, for 6 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

149 - Triple Combination Pumpers
55 - Aerial Ladder Trucks
55 - Ambulances
3 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

4 - Triple Combination Pumpers
1 - Aerial Ladder Trucks
2 - Ambulances
1 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

2 - Triple Combination Pumpers
2 - Aerial Ladder Trucks
1 - Ambulances
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

4 - Triple Combination Pumpers
3 - Aerial Ladder Trucks
3 - Ambulances
0 - Aerial as city service trucks (no aerial)

v) All in-service pumpers or relief pumpers were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Soulis moved and Commissioner Nakajo seconded.
There were no questions or discussion and the monthly report of Chief of Department was approved.

4. REGULAR CALENDAR - NEW BUSINESS

C. Public Comment

John Darmanin wished to voice his concern regarding safety and staffing levels. He appealed to the Commission to ensure that adequate staffing levels on apparatus are maintained in order that injuries to firefighters and damage to property can be kept to a minimum.

Vice President Roff assured Mr. Darmanin, and all firefighters, that both the Commission and the department are committed to providing the best possible fire service. Staffing issues are being constantly addressed and the Chiefs, as well as the Commission, are concerned in maintaining staffing levels despite a variety of issues. Furthermore, there is no question about the competency and professionalism of this department; the members can be justifiably proud of its capacity - it is regarded throughout the country as one of the best in the world.

Chief Demmons added that he has full confidence in the work of the men and women of the department and believes that they have done an outstanding job. He is aware that there is a considerable number of individuals on disability and sick pay but they can not be rushed and must be allowed to heal; he believes the department to be adequately staffed and has discussed this issue with the Local 798.

Joseph Moriarity, Vice President, Local 798, referred to two previous letters from the union to Chief Demmons regarding a meeting to discuss criteria for provisional appointments. He noted that the provisional appointment process will now be the method used for promotions since all lists have expired. Mr. Moriarity again requested a meeting with the Administration, on behalf of Local 798, so that the membership has a clearer understanding of the criteria that will be used for future appointments.

Chief Demmons responded that the criteria has not changed over the past ten years, with the exception that race and gender are no longer being used, and referred everyone again to General Order 9831. He added that Deputy City Attorney John Cooper is in the process of arranging a meeting with Local 798 to further clarify this issue.

Dennis Kruger, Director, Local 798, wished to provide a progress report and show the Commission a template for brass plaques which are to be placed on the outside wall of firehouses commemorating firefighters who died in the line of duty. Local 798 undertook this project a number of years ago and it has entailed considerable research. The plaques will list individual firefighter's names, starting in the early part of the 19th century, which worked at that particular firehouse. The intent of the plaque is to make the people of San Francisco, who pass the firehouses each day, aware of the firefighters who gave their lives to protect this city. Mr. Kruger noted that the plaques are scheduled for dedication by mid-September with Mayor Brown possibly dedicating the first plaque. He described the plaque as follows: below the San Francisco firefighters adopted emblem of crossed axes and helmet is this inscription: *Died in the line of duty, responding from this firehouse. We mourn our loss. Dedicated by the San Francisco Firefighters of Local 798 IAFF.*

Mr. Kruger requested the assistance of the Commission in mounting the 30 plaques on the respective firehouses, a process that should take approximately three months. He stated that Local 798 has contributed \$30,000 for the production and research of the plaques but assistance is requested for the mounting from the Commission. Mr. Kruger noted that the first plaque will be mounted either at Station 13, which had the first firefighter die in line of duty, or Station 1, which had the most fatalities.

Vice President Roff, as well as Commissioners Soulis and Nakajo, considered the project excellent and assured Mr. Kruger that the Commission will assist in whatever way possible.

There being no further business before the Commission, the meeting was adjourned at 6:45 p.m.

T.B.

Tania Bauer
Secretary

JOURNAL OF PROCEEDINGS
(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - July 22, 1999 - 6:00 p.m.
698 Second Street - Room 102

21111
N.Y.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer

Vice President Harry F. Pitt

Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for vacation.

Robert L. Demmons

Patrick W. White

- Chief of Department
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos

Ray Balzarini

Joseph C. Asaro

Gary P. Massetani

- Management Services
- Division of Airports
- Division of Training
- Support Services
- Fire Prevention Bureau

Chief Officers - Firefighting Services:

Bernie F. Lee

Thomas F. Velasquez

Frank T. Cardinale

- Division 1
- Division 2 (Acting)
- Division 3 (Acting)

2. Approved by the Board of Fire Commissioners at the Regular Meeting of July 22, 1999, and the Special Meeting of July 27, 1999.

Commissioner Roeca moved and was excused for vacation. See agenda.

DOCUMENTS DEPT.

AUG 11 1999

SAN FRANCISCO
PUBLIC LIBRARY

3. Approval of the minutes of the Regular Meeting of July 8, 1999, and the Special Meeting of July 1, 1999. (Continued)

Prior to approval, the Secretary wished to make corrections to the minutes of June 24, 1999, Commission meeting: Item 4.C - Public Comment, Anthony Sefani, Captain, speaking: (1) should read . . . *grandparents were immigrants* (not parents) and (2) should read . . . 20th on the list (not 25th).

Public Comment:

John Darmanin read a letter, which he wished to submit for attachment to the minutes of this meeting. Mr. Darmanin's letter is in response to comments submitted by James Cavellini, Assistant Chief, in a letter to the Commission when Assistant Chief Cavellini could not be present at the June 10th Commission meeting.

Mr. Darmanin stated that he wished to see the Commission minutes published verbatim, or close to verbatim. Vice President Roff noted that Commission minutes should not be used to represent an individual's version of events. Mr. Darmanin insisted that his account of events is not a version but the true *eyewitness version*.

President Fernandez-Pifer stated that Mr. Darmanin could submit supporting documentation that clarifies his position. Vice President Roff reminded Mr. Darmanin that the Commission has other issues that are of concern to the public, not only his personal transcript of allegations against the department. President Fernandez-Pifer concurred and requested that Mr. Darmanin have some consideration for the Commission to carry on its business since the Commission has respected his right to speak and has not attempted to silence him.

There were no further questions or discussion and the minutes were approved, as corrected.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with military orders received from their commanding officers:

Name	Dates	Days	Military Organization	Purpose
Pampanin, Vincent Sgt. E5	H10 C/A	06-27-99	1 US Army Res. Moffett Field, CA	Attend Active Duty Training
Meneses, Ferdinand SPC E4	H2 FF	06-26-99 06-27-99	2 US Army Res. Oakland Army Base, CA	Attend Active Duty Training

B. Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during June, 1999.

C. Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during June, 1999.

D. Reporting the following PROBATIONARY appointments:

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - JULY 12, 1999

7388 Utility Plumber

Daniel Mallen

(Note: Robert J. Mallen
resigned)

3. CONSENT CALENDAR

D) Probationary Appointments (Continued)

EFFECTIVE DATE - JULY 12, 1999

1426 Senior Clerk Typist

Beatrice Waters
(Vice: Lillian Berrios-Floersch,
resigned)

E) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	Accident ____No.____	Date	Serial ____No.____	Category	Recommendation
--	-------------------------	------	-----------------------	----------	----------------

Medic 12	98-9-221	05-14-99	731	B	Bill
Drv: FR Paramedic John Putt					

Cause: Medic 12, while proceeding to an incident with red
lights and siren, crossed the intersection with a
green light and was struck by a civilian vehicle
making a left turn

Truck 15	98-9-222	05-18-99	622	A	File
Off: Lt. Richard Jonasson; Drv: FF Anthony Yee; Tlr: FF Melvin Pitre					

Cause: Misjudged clearance - Trk 15 struck a parked auto
while negotiating a turn in a confined space;
tiller had no room to correct

Res. Amb. 13	98-9-223	05-19-99	710	A	File
Drv: FF Andrea Davies					

Cause: Misjudged clearance - ResAmb 13, while leaving
quarters in response to an incident, struck the
cement post on the apparatus floor

3. CONSENT CALENDAR

E) Accidents (Continued)

Medic 15	98-9-224	05-19-99	727	C	File
Drv: FR Paramedic Matthew Phillips					
Cause: Medic 15, responding to an incident with red lights and siren, failed to come to a complete stop at a stop sign and failed to anticipate right of way of civilian vehicle, thereby striking it					
Engine 42	98-9-225	05-20-99	588	B	Bill
Off: Capt. Edward Arce; Drv: FF Edward Cummings					
Cause: Eng 42, while responding to an incident with red lights and siren, struck a civilian auto that was attempting to pass in front of Eng 42					
Engine 48 (Command Vehicle)	98-9-226	05-20-99	600	A	File
Off: Lt. Mark Donnelly					
Cause: Misjudged clearance - Eng 48's command vehicle struck masonry wall while attempting to pass stopped Caltrans tow truck					
Truck 5	98-9-227	05-22-99	617	B	Bill
Off: Lt. Richard Lauer; Drv: FF James Mellberg; Tlr: FF Bernard Bourke					
Cause: Hit and run - Trk 5, while parked at an incident, was struck by a civilian auto which left scene					
Truck 11	98-9-228	05-22-99	609	A	File
Off: T/Lt. Alec Balmy; Drv: FF Robert Cappa; Tlr: FF Rick Gloistein					
Cause: Trk 11 was backing up from the scene of an incident, with guides posted; driver did not hear warning and clipped civilian auto that had stopped					
Medic 3	98-9-229	05-23-99	719	B	Bill
Drv: Temp. FF/Paramedic Joshua Wilson					
Cause: Medic 3, responding to an incident, was blocked by heavy oncoming traffic; as traffic was clearing, Medic 3's rear wheel well hooked the rear bumper of a civilian auto that had stopped (civilian auto left scene)					

3. CONSENT CALENDAR

E) Accidents (Continued)

Ambulance 83 98-9-230 05-23-99 713 C File
Drv: Paramedic Jeffrey Sloan

Cause: Amb 83, while responding to a unit dispatch with red lights and siren, struck a civilian vehicle which failed to yield right of way (Amb 83 did not come to a complete stop at a controlled intersection)

Engine 7 98-9-231 05-25-99 525 A File
Off: T/Lt. Edward Chu; Drv: FF Christopher Curto

Cause: Misjudged clearance - Eng 7, while exiting Treasure Island, hit the curb causing slight damage to right front and rear tire rims

B.O.E. 98-9-232 05-25-99 A File
Drv: Gen. Laborer Stephen George

Cause: Misjudged clearance - While backing up, BOE truck hit parked auto

Engine 13 98-9-233 05-29-99 524 A File
Off: T/Lt. David Sun; Drv: FF Willa Ortega

Cause: Misjudged clearance - Eng 13 was leaving the scene of a medical call and, while backing up, struck a parked car; guides were posted but driver did not hear warning

Engine 32 98-9-234 05-30-99 584 A File
Off: T/Lt. Patrick Skain; Drv: FF Richard Forde

Cause: Misjudged clearance - While backing into quarters, Eng 32 struck station door jam; guides were posted but driver did not hear warning

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

3. CONSENT CALENDAR

E) Accidents (Continued)

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

F) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for June, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
Lisa Sigman	\$ /\$ 172.25	98-9-190 (A) Eng 7	04-18-99
Tina Rubio	1,952.38/ 613.10	97-8-006 (C) Amb.	07-22-97
William Sexton	500.00	property damage	02-08-99

G) Physician's Report

Submitting biweekly report of Fire Department
Physician concerning disability injuries,
June 12 through June 25, 1999.

3. CONSENT CALENDAR

H) Temporary Appointments

Reporting having made 387 temporary appointments June 12 through June 25, 1999.

Commissioner Roeca moved and Vice President Roff seconded. There were no questions or discussion and Items "A" through "H" on the Consent Calendar were approved or ordered filed as appropriate.

(Note: Due to technical circumstances related to the new computer installation the Temporary Appointment Report was not available)

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted four letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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*

2151 18TH AVENUE
SAN FRANCISCO, CA 94116

July 8, 1999

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

I would like to thank your office and the firefighters at Station 40 for your cooperation today. The firefighters at Station 40 went out of their way to be helpful and accommodating during the staging of the crane services and lift of my spa into the back yard of my house that is located next-door.

As usual, the crews at Station 43 continue to be friendly, cooperative and excellent neighbors. It is gratifying as a homeowner and taxpayer in the city of San Francisco to encounter such courteous public servants. I would personally like to extend my thanks for your departments help and cooperation.

Regards,



Gerald Cox
cc: SFFD Station 40
Mayor's Office

20



METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD

Emergency Medical Services Department

619 Victoria Street,
Abbotsford. Vic. 3067.
Australia
Ph: (INT) 61-3-9420 3813
Fax: (INT) 61-3-9427 1750
E-mail: amorton@mfb.vic.gov.au

4 July, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street.
San Francisco. CA. 94107
U.S.A.

Dear Chief Demmons,

I am writing to express my appreciation for the welcome your organisation extended to me during my recent visit to your country and your Fire Service.

I am extremely grateful to Paramedic Henry Garcia and Lieutenant Fernando Juarez from your Community Affairs Office who gave me a very professional and informative overview of your EMS operations, and arranged for me to meet with some of the key stakeholders in the San Francisco EMS system. I would also express my gratitude to the crew of station 3 for their hospitality extended to me during my time with them.

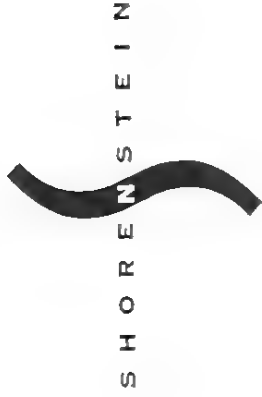
The information gained during my visit with your organisation has provided us with a broader base of information and experience for consideration to enable us to develop a quality Emergency Medical Service to our community as a Fire Service provider of EMS.

Once again, thank you.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Allan Morton", with a long, sweeping horizontal line extending to the right.

Allan Morton
Station Officer
Emergency Medical Services
Metropolitan Fire and Emergency Service, Melbourne



July 7, 1999

Chief Robert Demmons
698 Second St.
San Francisco, Ca. 94107

Dear Chief Demmons:

We wanted to thank the San Francisco Fire Department for allowing Lieutenant Fernando Juarez to speak at our annual Floor Warden Training Seminar on July 1, 1999.

The Lieutenant provided valuable information to all attendees in a format that was easy to understand, and held the interest of all. The video presentation as well as the overhead diagrams was useful in retaining everyone's attention and reinforcing procedures that he spoke about.

We look forward to being able to have the Lieutenant speak at next year's seminar.

Sincerely,

Bonnie A. Kalbrosky
Assistant Property Manager

Stacey L. Hart
Property Manager

50 CALIFORNIA BUILDING

Shorenstein Realty Services
50 California Street
San Francisco, California 94111
415-956-5550
415 391 4861 Fax



Community
Health Network
OF SAN FRANCISCO
Department of Radiology

June 1, 1999

Robert L. Demmons
Department Chief
San Francisco Fire Department

Re: Bring Your Daughter To Work Day


This year's "Bring Your Daughter to Work Day" was a huge success. Our tour turned out to be very exciting for the kids. The SFFD EMS paramedic presentation was considered a highlight of the tour.

I would like to express a warm felt thank you to everyone who participated in the presentation and to those who arranged everything.

I look forward to working with your team of professionals on future projects.

Once again, thank you for your time and enthusiasm with our special event.

Sincerely,


Shari L. Zinn, CRT, ARRT, M

cc: Marshal Isaacs, MD
EMS Medical Director

Richard Shortal
EMS Chief

4. REGULAR CALENDAR - NEW BUSINESS

B. Public Comment

Prior to providing public comment, **John Darmanin** requested that more copies of the agenda be provided to the public. Additionally, he inquired if copies of the minutes could also be made available. President Hernandez-Pifer confirmed that both minutes and more agendas would be available at future Commission meetings.

John Darmanin spoke in support of Eunice Booker, who wishes to regain her position as a 1220 Payroll Clerk, and whom he believes to have been treated unfairly and singled out for retaliation. Mr. Darmanin believes this to be one of many such incidents and not an isolated one.

Frank Martin del Campo, Representative, Local 790, wished to express his support of Eunice Booker and to strongly object to the way Ms. Booker and he himself, as her union representative, have been treated by the Fire Department. Mr. del Campo indicated that he had previously raised concerns regarding the inappropriate application of EEO procedures but had not received a response. Furthermore, he stated that the union will continue its effort on behalf of its members, especially, when it believes that they have been treated unjustly.

Eunice Booker, 1426 Senior Clerk Typist, described the event that brought her before the Commission. While clearing out her desk, Ms. Booker was asked to leave the premises, but when she refused she was told that she was trespassing and force would be used to remove her, including handcuffs. At the time of this incident, Ms. Booker had been working as temporary 1220 Payroll Clerk.

Ms. Booker appealed to the Commission for re-instatement - she wished to return to work as a permanent 1220 Payroll Clerk. She noted that the payroll unit was over-worked and that there was also a staff shortage. At this point, President Fernandez-Pifer reminded Ms. Booker that this matter has gone, and is still going, through the administrative process. Furthermore, the Commission has no jurisdiction over personnel matters. Ms. Booker again requested that the Commission approve her return to the payroll unit.

Commissioner Roff told Ms. Booker that he knew that she was aware of Local 790's contract with the City wherein the grievance process is outlined in detail. He stated that it would be inappropriate for the Commission to comment in any way because it may affect and prejudice the outcome of the hearing. Commissioner Roff noted that the Commission has no way of ascertaining the facts because the matter was not before them. He advised Ms. Booker that she should rely on the grievance process undertaken by her union and the Local 790 contract. Commissioner Roff reiterated that since the matter is not before the Commission, there is no way of verifying authenticity of what is alleged and what the actual circumstances were. Furthermore, it is matter that the Commission should not even discuss or comment on.

Rose Banias, Payroll Clerk, spoke in support of Eunice Booker, and wished to attest that Ms. Booker's recital was true. Additionally, she stated that payroll personnel is currently overburdened, and has been so in the past,

and therefore, prone to making mistakes, which later need to be corrected. Ms. Baniyas, also, believes that there is a problem with the EEO complaint process.

Larry Bradshaw, Paramedic, spoke in support of Eunice Booker. Additionally, Mr. Bradshaw agreed that payroll personnel are overburdened since numerous mistakes have been made on H1 paychecks with back pay, premiums, LWLP and educational differentials unpaid. He appealed to the Commission for fairer treatment of non-uniformed personnel.

Bea Cardones-Duncan, co-chair, Latina Caucus, Local 790, spoke in support of Eunice Booker. She commended the progress that the Fire Department has been able to achieve in the area of diversity and the settlement of the Consent Degree. Ms. Cardones-Duncan was aware that the matter of reinstating Eunice Booker was not in the jurisdiction of the Commission but she wished the Commission to know that the Latina Caucus of Local 790 plans to be watchful so that the rights of rank and file members are not violated. Ms. Cardones Duncan reminded the Commission that neither disrespect nor any kind of abuse towards its members will be tolerated by Local 790, especially the Latina Caucus.

Francis Sperison, Fire Safety Inspector, member Local 21, spoke in support of Eunice Booker. He pointed out that for the past several pay periods, he had experienced problems with his paycheck. Mr. Sperison wondered if Ms. Booker's continuing absence from the payroll unit is a contributing factor.

Barbara J. Thomson spoke in support of Eunice Booker, and suggested that a personnel function should be established in the Fire Department that dealt with employee relations and could assist with situations such as this current one.

Reverend Victor Medearis, Pastor, Double Rock Baptist Church, spoke in support of Eunice Booker, and offered his assistance, as well as that of other Afro-American ministers, as peacemakers between the Fire Department and those at odds with it.


Doreen George, daughter, spoke in support of Eunice Booker, and beseeched the Commission to re-instate her mother in her old position.

Ed Kinchley, member, Local 790, spoke in support of Eunice Booker, and wished to inform the Commission that the current grievance procedure is too long and too cumbersome.

In closing, **Frank Martin del Campo**, wished to state that the current grievance procedures are more like a game, with individuals in the Department of Human Resources trying to block or outmaneuver the union's efforts.

There being no further business before the Commission, the meeting was adjourned at 7:35 P.M.

Note: The Closed Session scheduled for this meeting was cancelled.


Tania Bauer
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - August 12, 1999 - 6:00 p.m.
698 Second Street - Room 102

1. On Roll Call, the following were present:
Vice President Hadley R. Pifer
Commissioner Stephen A. Pifer
Commissioner Russell S. Pifer
Commissioner Ted N. Soulis

President Rosemarie Fernande.-Pifer was excused for business reasons.

Robert L. Demmons

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Deputy Chiefs - Staff:

- Management Services
- Division of Airports
- Division of Training
- Support Services

Firefighting Services:

- Division 1
- Division 2 (Acting)
- Division 3

Bernie F. Lee

Aaron C. Stevenson

Regular Meeting of July 22, 1999.

DOCUMENTS DEPT.

AUG 24 1999

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2. APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF JULY 22, 1999
(Continued)

John Darmanin wished to know why the letter that he had submitted at the July 22nd Commission meeting was not attached to the minutes. Vice President Roff responded that a motion and a vote by the Commission is needed to attach anything to the minutes. Vice President Roff requested clarification on this point from Deputy City Attorney John Cooper.

Mr. Cooper responded that the Secretary had requested guidance on this particular issue and he had advised the Secretary to prepare the minutes according to the requirements of the Sunshine Ordinance. The guidelines are very specific and state that any additions to the minutes must done by a vote of the Commission. Vice President Roff believed that a motion was in order since the President of the Commission had advised Mr. Darmanin that the letter would be attached.

Commissioner Soulis moved and Commissioner Nakajo seconded. The motion to include John Darmanin's letter of July 22, 1999, addressed to the Fire Commission, was unanimously approved.

John Darmanin had a second letter that he wished attached to the minutes of this meeting and requested that the Commission move to approve it. Vice President Roff stated that the Commission could not approve a letter for attachment that it had not seen yet. He asked Mr. Darmanin to submit it to the Secretary and the Commission will take it under review.

Deputy City Attorney John Cooper reminded the Commission that under the Sunshine Ordinance there should be no attachments to the minutes. The minutes are a record of the actions taken by the Commission and not a record of public debate on matters of a public speaker's choosing. The Office of the City Attorney recommends to all Commissions, including the Board of Supervisors, that there should be no attachments to the minutes and that this practice should be followed by the Fire Commission. Commissioner Roeca suggested that this discussion should be continued under Public Comment and that the Commission should proceed with its agenda.

Commissioner Roeca moved to approve the minutes of July 22, 1999, Commission meeting, as amended, and Commissioner Soulis seconded. The motion was unanimously approved.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Meneses, Ferdinand H.	08-07-99	2	US Army Res.	Attend Active
SPC E4	08-08-99		Oakland Army Base, CA	Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Barden, Daniel E.	H50 Assistant Chief	Service	Jul. 02, 1999
Ryan, Thomas P.	H39 Captain, D.O.T.	Service	Jul. 07, 1999
Conroy, Kenneth J.	H30 Captain	Service	Jul. 02, 1999
Mitchell, Wayne D.	H30 Captain	Service	Jul. 24, 1999
Giessler, Jack A.	H20 Lieutenant	Service	Jul. 09, 1999
James, Robert S.	H10 Chief's Aide	Service	Jul. 06, 1999
Mathes, Robert A.	H4 Inspector	Service	Jul. 30, 1999
Sikora, Peter C.	H4 Inspector	Service	Jul. 10, 1999
Castro, James	H2 Firefighter	Service	Jul. 30, 1999
Kelly, John J.	H2 Firefighter	Service	Jul. 01, 1999
Kelly, Michael R.	H2 Firefighter	Service	Jul. 06, 1999
O'Callaghan, Michael T.	H2 Firefighter	Service	Jul. 04, 1999
Polizzi, Jerome M.	H2 Firefighter	Service	Jul. 02, 1999
Rudovsky, Andrew T.	H2 Firefighter	Service	Jul. 08, 1999

(Note: Retirement Certificates will be presented at Fire Commission meeting of September 23, 1999.)

C) Monthly Report - Training

Submitting monthly report from Division of Training for July, 1999.

3. CONSENT CALENDAR

D) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - AUGUST 9, 1999

1934 Storekeeper

Rafael Ramos
Steven R. Jaques
Juan Gutierrez
Jose R. Saul
George Watkins
Denise Zwicker

(Note: The above employees are appointed
vice 1932 Assistant Storekeeper)

E) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Engine 13 Drv: T/Lt John DiLuzio	98-9-235	06-01-99	524	A	File
Cause: Misjudged clearance - Eng 13, while backing up, struck a small pole in front of quarters; no guides were posted					
Battalion 3 Off: B/C Raymond Tomasello; Drv: C/A Harold French	98-9-236	06-02-99	921	B	Bill
Cause: Batt 3, while parked at the scene of a fire, was grazed by a disposal truck making a "U" turn					
D.O.T. Drv: Tech Trng Sper Jeffrey Wong	98-9-237	06-02-99	886	B	Bill
Cause: Rear ended - DOT vehicle, while stopped to make a left turn, was rear ended by a civilian auto					
Medic 43 Drv: FR Paramedic John Putt	98-9-238	06-09-99	703	A	File
Cause: Misjudged clearance - Medic 43, while pulling away from the curb and making a sharp turn to the right, grazed an auto parked across the sidewalk					

3. CONSENT CALENDAR

E) Accidents (Continued)

Engine 3 98-9-239 06-11-99 530 C File
Off: T/Lt. Victor Wyrsh; Drv: FF Timothy Sullivan

Cause: Eng 3, while responding with red lights and siren, and crossing a controlled intersection, struck the rear of a rental truck due to a blind spot in Eng 3's mirror

Headquarters 98-9-240 06-15-99 377 B Bill
Off: ADC Lorrie Kalos

Cause: Rear ended - HQ vehicle, while braking to come to a stop, was rear ended by a civilian vehicle

Engine 38 98-9-241 06-19-99 574 C File
Off: Capt. Armando Mayorga; Drv: FF Lenette Thompson

Cause: While proceeding through a traffic light in response to an emergency, with red lights and siren, Eng 38 failed to stop at the red light and was struck by a civilian vehicle which had the green light and failed to yield to Eng 38

Medic 1 98-9-242 06-20-99 732 ' File
Drv: FF/Paramedic Timothy Fewell

Cause: Medic 1, while responding with red lights and siren, failed to stop at a controlled intersection and struck a civilian vehicle that had the green light

ResAmb 10 98-9-243 06-20-99 A File
Drv: FF Dennis O. Kelly

Cause: Misjudged clearance - ResAmb 10, while transporting a patient to St. Mary's Hospital, grazed a parked vehicle

Engine 36 98-9-244 06-22-99 514 A File
Off: Lt. John Vander Vennet; Drv: FF Michael Fauss

Cause: Misjudged clearance - Eng 36 was responding with red lights and siren and, while passing through a narrow street, clipped the mirror of a parked car

Engine 22 98-9-245 06-22-99 504 B Bill
Off: Lt. James Hentz; Drv: FF Calvin Fong

Cause: Rear ended - Eng 22, while parked at an incident, was struck from behind by a civilian vehicle

3. CONSENT CALENDAR

E) Accidents (Continued)

Engine 37 98-9-246 06-24-99 596 A File
Off: Lt. Gilbert Cortez; Drv: FF Edward Londono

Cause: Misjudged clearance - Eng 37 was responding with red lights and siren and, while making a right turn, grazed a parked vehicle

Engine 16 98-9-247 06-25-99 533 A File
Off: Lt. Austin Dito; Drv: FF Allen Freebury

Cause: Misjudged clearance - Eng 16 was responding with red lights and siren and, while making a left turn, struck a stopped vehicle

Medic 3 98-9-248 06-27-99 719 B Bill
Drv: FR Paramedic Perry Lee

Cause: Medic 3, while proceeding to an incident with red lights and siren, entered the intersection with a green light and was struck by a civilian vehicle which failed to heed Medic 3's siren

Engine 2 98-9-249 06-28-99 528 A File
Off: Lt. Robert Brady; Drv: FF Michael Kneise

Cause: Misjudged clearance - Eng 2, while responding with red lights and siren, clipped the mirror of a vehicle that had pulled over to allow Eng 2 to pass

Medic 5 98-9-250 06-29-99 A File
Drv: FR Paramedic Jean Duncan

Cause: Misjudged clearance - Medic 5 was transporting a patient and, while backing down a narrow street, struck an illegally parked car

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus rear stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

F) Physician's Report

Submitting biweekly reports of Fire Department Physician concerning disability injuries, June 26 through July 9, 1999, and July 10 through July 23, 1999.

G) Temporary Appointments

Reporting having made 402 temporary appointments June 26 through July 9, 1999.

Commissioner Soulis moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "G" on the Consent Calendar were approved or ordered filed as appropriate.

(Note: Due to technical circumstances related to the new computer installation the Temporary Appointment Report was not available)

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted 14 letters commending members of the Department for response to requests for assistance or emergencies, or training.

Vice President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

June, 1999

Dear Lieutenant Ware:

Just a short note to thank you and all the firefighters at Fire House #3 for your hospitality yesterday. You gave Matthew and me a great tour, lunch; and memories to last a lifetime. I'm sure my son get much more out of this private tour than any "Bring Your Son to Work Day" could offer the masses. Again, thanks.

/s/ LORRI

(Note: The above correspondence from Lorri A. Vasquez, Assistant Deputy Airport Director, Department of Concession Development & Management, relates to an event on June 22, 1999, at the Airport, and the members involved are Lieutenant Ernest Ware, Firefighters Arthur Barney, Gerald Cochlar, Phillip Fitting, John Pieretta, Patrick Wetteland, and Firefighter/Paramedic Robert Ahern)

* * * * *

July 29, 1999

Dear Chief Demmons:

We would like to thank you for your participation in the CARECEN health fair on July 26, 1999. Over 400 people from our community, of all ages and nationalities, visited the fair.

Your participation made a successful event. This success would not have been possible without your help. We appreciate you time, effort and commitment to serving the community. We hope our partnership will continue to benefit future events.

Again, thank you very much for your support.

/s/ JUAN F. LUQUE, MD
Health Program Coordinator
CARECEN Health

Note: The following 12 additional
typed letters of commendation are
included as part of Item 4.A)

MAYOR'S OFFICE ON DISABILITY
SAN FRANCISCO



WILLIE LEWIS BROWN, JR.

RICHARD M. SKAFF
Special Assistant to the Mayor

July 16, 1999

Chief Robert Demmons
SF Fire Department
698 2nd Street
San Francisco, CA 94107

Chief:

I want to let you know how successful the Tall Ships event was over the 4th of July weekend. As you know, for the first time this century, San Francisco was host to tall ships from around the world. As has come to be expected of our City, we had a wonderful event.

Because of the San Francisco Fire Department's impressive response, many individuals with disabilities who would not have been able to experience the event and get on board these vessels, had the time of their life. With the kind efforts of your staff, numerous individuals with mobility disabilities that could not walk up the narrow vessel gangways were carried on board by fire personnel. Although not everyone used this service, those who were able to board the vessels in this fashion indicated their pleasure with great smiles and positive comments.

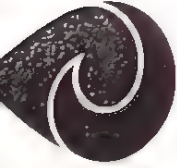
Please accept this personal "thank you" to both you and your staff for the immediate and positive response to my request for help. The Fire Department's participation assured that San Francisco would provide a world-class event.

Sincerely,

A handwritten signature in dark ink, appearing to read "Richard M. Skaff".

Richard M. Skaff
Special Assistant to the Mayor

cc: Eleanor Johns, Chief of Staff-Mayor's Office
Steve Nelson, Director-Administrative Services
Doug Wong, Executive Director-Port of San Francisco



Blood Centers of the Pacific

Irwin Center
270 Masonic Avenue
San Francisco, CA 94118
PH: 415/567-6400
FAX: 415/921-6184

July 7, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

Very few donations have the impact and scope that a blood donation has. The 182 pints of blood that 196 firefighters donated on June 30th, July 1st and July 2nd will profoundly affect many patients undergoing treatment, saving, and extending their lives. The families and loved ones of these patients are also affected and are very thankful for your life saving efforts.

The San Francisco Fire Fighter's participation in Blood Centers of the Pacific's community blood donor campaign is to be commended. It is our hope that many other companies and community organizations will recognize their commitment to the community and join us in this life saving endeavor as you have.

Special recognition goes to Bob Arzave and his team for their assistance in making this your most successful blood drive yet. Organizing a blood campaign and recruiting donors is a difficult task that requires a dedicated belief in the need for donors and the sanctity of life.

Please extend our thanks to all the firefighters for giving the gift of life!

Sincerely,

Pascale Reich
Director
Donor Recruitment Dept.

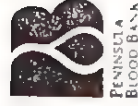
PR/sh

Enclosure

cc/enc: Bob Arzave
Mark Sikora
Romelia Scott



..... A merger of two independent blood centers



LSJ Galt 1-31-99
1-31-99
1-31-99
1-31-99

Robert L. Demmons,
Chief of Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

July 13, 1999

Dear Chief Demmons,

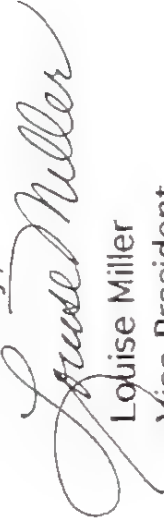
This letter is to thank the always wonderful, always ready
San Francisco Fire Department for their good work.

We recently had reason to call the SFFD to our offices on the 7th floor of
130 Sutter Street because of a suspected chemical leak/possible fire.
They arrived almost instantly and fully checked the premises. Thankfully,
it turned out not to be serious.

We would like, however, to thank the Department in a more tangible way.
Enclosed is our check for \$100 to be used for whatever cause, need or
charity the Department wishes.

We are proud to live where we have the best Fire Department in the
country! Thank you.

Sincerely,


Louise Miller
Vice President

cc: SF Fire Commission✓

1880 Page Street, 3c
San Francisco, CA 94117

July 22, 1999

Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

By way of introduction, my name is Herschell Harnden. My previous experience with the San Francisco Fire Department (SFFD) has been pretty much what you would expect... I have seen them fighting fires and responding to emergencies around the city and on the news.

Yesterday, July 21, however, after a bit of strenuous exercise, I found myself completely out of breath and sweating uncontrollably. I have never experienced any serious breathing problems, and as my apprehensions that the worst was happening increased, my breath got shorter and shorter. I called 911.

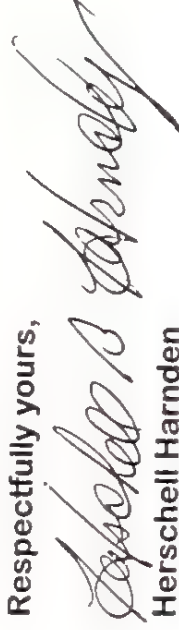
Within five minutes or so, a fire truck and paramedic team was at my house. The quick response and high professionalism these men and women exhibited left a mark on me that I will never forget. I have always thought that I was just an average guy in the world and no big deal, but these fine men and women made it very clear by their actions that my welfare was very important to them. The care, compassion, and attention I was given in what, to me, was a scary situation was nothing short of the best.

In spite of this letter, I must tell you that there are no words to describe the admiration, respect, and gratitude I have for everyone from the 911 operator to the paramedics who checked me out.

As it turned out, I had hyperventilated; and, after my fears were allayed, I was fine. Never for a moment did these fine people trivialize my problem or make me feel as if I had been wasting their time. I can only conclude that this is a direct reflection on you and your staff, and the care with which you select and hire these people. Simply put, they are remarkable individuals.

For myself, I have only my gratitude and undying respect for all of you. Again, I thank you.

Respectfully yours,


Herschell Harnden

cc: Mayor Willie Brown



PREVENT BLINDNESS •
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Sight Saving Chairpersons
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Legal Counsel
THOMAS P. GILLIES

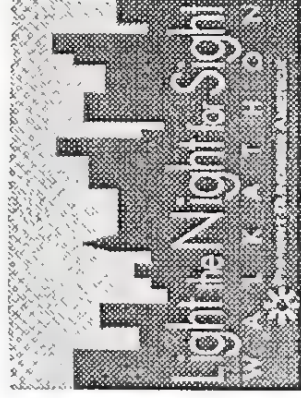
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MICHAEL J. HOGAN, MD •
Past Executive Director

EDERIC WEISENHEIMER, EDD •
Executive Director
PETER JAMGOCHIAN
Program Director

PREVENT BLINDNESS NORTHERN CALIFORNIA

An Affiliate of PREVENT BLINDNESS AMERICA ®

4200 CALIFORNIA STREET • SUITE 101 • SAN FRANCISCO, CA 94118-1367
TELEPHONE (415) 387-0934 FAX (415) 387-1689



July 16, 1999

Mr. Robert L. Demmons
Chief of Department
698 Second Street
San Francisco, California 94107

Dear Mr. Demmons:

Thank you so much for supplying firefighters and a fire engine for our June 19 walkathon at the Marina Green. This presence simply added so much to our walk and we thank you and your staff very, very much.

I know that Captain Carlomagno was in attendance, but I do not have the names of the others to be thanked.

Our children loved climbing aboard the truck and exploring. We know that we were able to reach many with the message of stay away from "backyard" fireworks, as one way to protect eyesight. We were also pleased to be able to raise over \$30,000 for our sight-saving programs.

Please let everyone involved that day how much they were appreciated.

Sincerely,

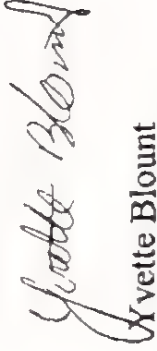
Barbara Cox
Development Director

558-3407

Chief Robert L Demmons
San Francisco Fire Department
698 2nd St
San Francisco, Ca 94107

My name is Yvette Blount and I would like to take this opportunity to thank you for approving my ride along on Sunday, July 28, 1999. The crew at station 10 were outstanding. Captain Tom Murry was very supportive and took every opportunity to include me in all the aspects of their day. The day offered me an insight I had yet to experience. Thank you again and I hope I will be able to work with your department again in the future.

Thank You

A handwritten signature in cursive script that reads "Yvette Blount". The signature is written in dark ink and is positioned above the printed name and address.

Yvette Blount
40 Estrella Way
Novato, Ca 94945
415-898-7354

AIRPORT COMMISSION
SAN FRANCISCO INTERNATIONAL AIRPORT
CITY AND COUNTY OF SAN FRANCISCO

INTER-OFFICE MEMORANDUM

TO: Ray Balzarini
Assistant Deputy Chief
Airport Division - Fire Department

DATE: July 16, 1999

FROM: Ron Wilson

SUBJECT: Fire Department Response

On July 1, 1999 my office received word that two Kosovo refugee children who had been injured during the conflict in Yugoslavia were arriving on a United Airlines flight and were to immediately depart on another United flight to Orange County to receive medical attention. They had only 18 minutes to make the connecting flight.

A medical doctor accompanying the children was concerned about infections that were apparently setting in on the injured children since their dressings had not been changed in quite sometime.

Upon arrival at SFO, I boarded the aircraft and asked the doctor if he needed our assistance. The doctor expressed some desire to have the bandages changed or at least looked at by our paramedics. We only had a few minutes until the departure to Orange County and I really did not think our people could respond in time to help.

I made the call to Airport Communications from my cellular phone aboard the aircraft for the paramedics to respond to the departure aircraft at Gate 71, and in all honesty having only a few minutes before departure, I did not think we had time to assist. After a couple of minutes with the children aboard the departure aircraft, I turned around in the isle and two Fire Department personnel John Pieretti and Robert Ahern somehow appeared with their medical supplies in hand to immediately help the children. I don't know how they got there so quickly with everything that was going on at the time but there they were ready to assist the doctor with his request.

Airport Director John L. Martin and I want to express our appreciation to Airport Fire Department Paramedic Ahern and Firefighter Pieretti and to let you know that these two dedicated individuals were there in time of need on very short notice, and represent the Airport's excellent crash, fire, rescue and medical response capabilities.

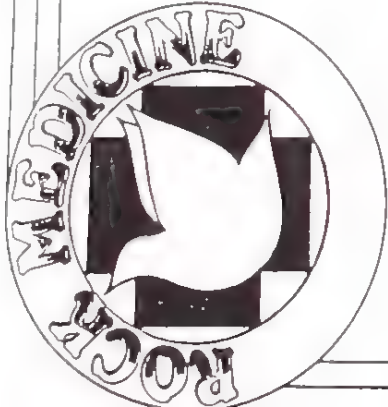
Please express our sentiments to them also.



Ron Wilson
Director, Community Affairs

cc: John L. Martin

Duke Briscoe



ROCK MEDICINE

612 CLAYTON STREET
SAN FRANCISCO, CA 94117
TEL (415) 487-3681 FAX (415) 864-6162

MEDICAL CARE FOR EVENTS AND FESTIVALS

July 12, 1999

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

On behalf of all the Rock Medicine Volunteers I would like to thank the San Francisco Fire-Paramedics who we had the pleasure of working with at the San Francisco Extreme Games. All the crews preformed with a high degree of professionalism, compassion, and patience. They all were a credit to both the Department and the city of San Francisco.

I would also like to mention the work that Section Chief Robert Navarro did in coordinating the medical coverage in a very late and sometimes confusing set up of the production.

Rock Medicine looks forward with working with your department in the future.

Good luck and long life,


Glenn "Raz" Raswyck
Director

2000.3.01.100

698 Second Street

San Francisco, CA 94107

June 16, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

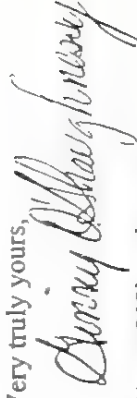
Dear Chief Demmons:

Last Friday, I went out to dinner with a friend and during the course of the evening, lost my purse. After searching the parking lot and restaurant thoroughly, I had to come to the realization that someone else was in possession of my house keys and wallet, which of course had all my credit cards, address and SFFD ID. Needless to say, I was in the state of panic. I went to call my sister, who had a set of my house keys, while my friend searched the phonebook for a locksmith to meet me at my place.

When I called my sister, I was informed that P/M Robert Wilson, from the Fire Department Communications Center had called her to let her know someone found my purse. When he couldn't get a hold of me, he looked up my records and my sister was listed as a contact person in case of emergency. This was an emergency in my eyes and I really appreciated P/M Wilson's efforts in contacting me. He saved me the expense of a locksmith and the anxiety of a possible intruder

I realize that the dispatchers are very busy and I wanted to take this opportunity to thank P/M Robert Wilson for going the extra mile for me. I am very grateful.

Very truly yours,



Ginny O'Shaughnessy

July 19, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

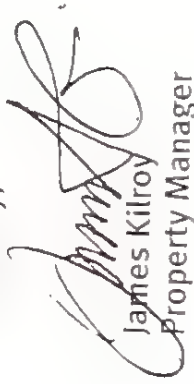
Re: Hills Plaza
345 Spear St.
2 Harrison St.
Fire & Life Safety Warden Training

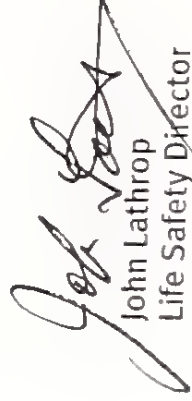
Dear Chief Demmons:

We would like to thank you for having Lt. Juarez present the Life Safety Training to our Floor Wardens here at 345 Spear and 2 Harrison on July 13th. Having Lt. Juarez teach the floor warden training makes our tenants feel more confident in their duties and enhances their appreciation for your staff's responsibilities. Lt. Juarez gave three presentations without a break and was able to hold the audience's attention and keep the material fresh.

Thank you, again, for your time and consideration.

Sincerely,


James Kilroy
Property Manager


John Lathrop
Life Safety Director

CC: Lee Teidje
Lindsey Forbes

HILLS PLAZA

Shorenstein Realty Services
345 Spear Street
San Francisco, California 94105
415-777-3345
415-777-1250 Fax



July 8, 1999

Chief Robert Demmons
Lt. Fernando Juarez
San Francisco Fire Department
698 2nd St.
San Francisco, CA 94107

Gentlemen:

Thank you very much for the two 2½ hour presentations that Lt. Juarez gave to McAteer High School Summer Health Education students today. The curriculum for Health Education includes nine topic areas. Lt. Juarez's presentation covering fire safety, career opportunities in the SF Fire Department, and earthquake preparedness contributed significantly to this program.

There is a natural tendency to deny that bad things can happen to us. Some of the students in attendance today are in the 9th and 10th grades adding to the possibility of denial. Nevertheless, we know that from time to time, heroes/heroines of very tender age emerge in times of crisis. I believe that all information given today through the lectures, videos, and overheads will be invaluable on a daily basis and sometime in the future when it REALLY counts.

Mr. Danny Camacho, my fellow teacher, and I want to thank you for your service to the educational process.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gwendolyn Jeong', is written over the printed name.

Gwendolyn Jeong
Instructor
McAteer High School

WILLIAM F. MARWEG
Director of Security & Safety

July 7, 1999

Mr. Robert Demmons
Chief Fire Marshall
Bureau of Fire Prevention
San Francisco Fire Department
698 Second Street
San Francisco, CA 94017


Re: Fire Safety & Fire Extinguisher Training

Dear Chief Demmons:

We have just completed a very informative and invaluable two half-day sessions for our Managers on emergency response procedures as well as fire safety and fire extinguisher training.

On behalf of the Hilton San Francisco & Towers, please accept our deep appreciation for your cooperation in allowing Lt. Juarez to assist us in making this happen. Lt. Juarez did a magnificent job in educating our group for this important aspect of our management responsibility.

Sincerely,


WILLIAM F. MARWEG
Director, Security & Safety

:llm

cc:

Lt. Fernando Juarez, SFFD
Holger B. Gantz, HSF&T
Jim Hart, HSF&T
Diana Martinez, HSF&T



4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for July, 1999.

- a. There are (12) unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>June</u>	<u>July</u>
Vacation : Annual	23.03	
IDV	7.40	
Compensatory Time	5.23	
Sick Leave	35.07	No figures
Disability	21.50	available
Military Leave	.20	
Light Duty	9.37	
Other	<u>4.90</u>	
Total	107.70	

- c. The following Work on Days Off (Overtime) were awarded during the month of July:

3 - H50	Assistant Chiefs,	for 24 hours
8 - H40	Battalion Chiefs,	for 24 hours
16 - H30	Captains	, for 24 hours
60 - H20	Lieutenants	, for 24 hours
25 - H10	Chief's Aides	, for 24 hours
19 - H3	FF/Paramedics	, for 24 hours
227 - H2	Firefighters	, for 24 hours

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

131 - Triple Combination Pumpers
59 - Aerial Ladder Trucks
61 - Ambulances
56 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

3 - Triple Combination Pumpers
0 - Aerial Ladder Trucks
2 - Ambulances
2 - Miscellaneous Vehicles

WILLIAM F. MARWEG
Director of Security & Safety

July 7, 1999

Mr. Robert Demmons
Chief Fire Marshall
Bureau of Fire Prevention
San Francisco Fire Department
698 Second Street
San Francisco, CA 94017

Re: Fire Safety & Fire Extinguisher Training

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Sincerely,

William F. Marweg

WILLIAM F. MARWEG
Director, Security & Safety

:llm

cc:

Lt. Fernando Juarez, SFFD
Holger B. Gantz, HSF&T
Jim Hart, HSF&T
Diana Martinez, HSF&T



4. REGULAR CALENDAR - NEW BUSINESS

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- ii) The following apparatus were out of service and under repair at Central Shops:

3 - Triple Combination Pumpers
0 - Aerial Ladder Trucks
2 - Ambulances
2 - Miscellaneous Vehicles

4. REGULAR CALENDAR - NEW BUSINESS

1.) Monthly Report - Chief of Department (Continued)

iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

- 4 - Triple Combination Pumps
- 0 - Aerial Ladder Trucks
- 1 - Ambulances
- 1 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

- 5 - Triple Combination Pumps
- 4 - Aerial Ladder Trucks
- 2 - Ambulances
- 0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Nakajo moved and Commissioner Soulis seconded. There were no questions or discussion and the monthly report of Chief of Department was approved.

2.) Request for Supplemental Appropriation

Submitted request for supplemental appropriation in the amount of \$3,925,720 from the accrued interest of the 1992 Prop C Fire Department Improvement Bond Issue, approved by the voters on November 3, 1992. Funds will be used to supplement expenditures for projects involving five fire stations and the Fireboat Pier (Pier 22-1/2).

Commissioner Nakajo moved and Commissioner Soulis seconded.

Vice President Roff was pleased to see the substantial progress that has been made in retrofitting the fire stations and acknowledged the department for its accomplishment. He was particularly pleased to see that the fireboat pier and Engine 35's station were being renovated.

Assistant Deputy Chief Hayes-White wished to inform the Commission that in addition to the fireboat headquarters, the retrofitting included fire stations 6, 13, 22 and 32.

There were no further questions or discussion and the request for supplemental appropriation was approved on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

D) Meritorious Awards

Submitted for approval recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, from May, 1998 through May, 1999.

<u>Recipient</u>	<u>Rank/Company</u>	<u>Date</u>	<u>Award</u>
Joseph Higgins	LT D.O.T.	05-16-98	Cert. of Com.
Leslie C. Steinhoff	C/A Batt. 8	05-16-98	Cert. of Com.
Richard A. Brown	FF Truck 6	05-16-98	Cert. of Com.
Sabine O Balden	FF Engine 23	06-21-98	Class "C"
Robert J. Guldbach	FF Engine 23	06-21-98	Class "C"
Stephen H. Cassidy	LT Engine 18	06-21-98	Ltr. of Com.
Roger C. Pruyn	LT Truck 18	06-21-98	Ltr. of Com.
Elizabeth M. Leahy	FF Truck 18	06-21-98	Ltr. of Com.
George Nonomura	FF Engine 34	06-21-98	Ltr. of Com.
Theresa E. Kwan	FF Rescue 2	06-21-98	Ltr. of Com.
Michael A. Rustia	FF Rescue 2	06-21-98	Ltr. of Com.
Walter P. Villavicencio	FF Rescue 2	06-21-98	Ltr. of Com.
John A. Melanephy	LT Engine 48	09-07-98	Ltr. of Com.
Janet L. Brock	FF Engine 48	09-07-98	Ltr. of Com.
James M. Connors	LT Engine 5	11-25-98	Ltr. of Com.
William S. Anderson	FF Engine 5	11-25-98	Ltr. of Com.
Christopher M. Hazen	FF Engine 5	11-25-98	Ltr. of Com.
Dana L. Pompeo	FF Engine 5	11-25-98	Ltr. of Com.
Emmon D. Lew	FF Engine 41	12-22-98	Ltr. of Com.
	Engine 48	03-25-99	Unit Citation
	Hosetender 48	03-25-99	Unit Citation
John F. Darmanin	FF D.O.T.	05-07-99	Ltr. of Com.
William R. DeMattei	LT Com. Ctr.	05-17-99	Ltr. of Com.

Commissioner Nakajo moved and Commissioner Soulis seconded.

John Darmanin wished to point out to the Commission that his rank is missing from the Meritorious Awards list submitted to the Commission for approval.

Vice President Korf requested that a correction be made; he also congratulated Mr. Darmanin on the courageous act for which he was cited, pursuing and capturing a purse snatcher.

There were no further questions or discussion and the meritorious awards were approved on recommendation of the Merit Advisory Board and Chief of Department, as corrected.

4. REGULAR CALENDAR - NEW BUSINESS

E. Public Comment

John Darmanin, wished to submit a letter for the Commission's review that he believed pertinent to the ongoing FBI investigation of various City departments, including the Airport. Commissioner Soulis responded that the Commission will take the letter under consideration but it is a matter that Mr. Darmanin has already properly presented to the FBI and should continue to deal with them directly.

Art Citron, Assistant Chief, retired, referred to a letter that he had submitted to the Commission for attachment to the minutes. Mr. Citron stated that the letter was a response to Chief Cavellini's letter which had been attached to previous minutes. Mr. Citron wished the same courtesy accorded to him. Vice President Roff responded that the same would be considered in light of Deputy City Attorney Cooper's statement regarding attachments to the minutes.

John Darmanin stated that he wished to ensure that Mr. Citron's letter received the same consideration that the letters of James Cavellini and Nancy Hoeck had received. He wondered if the Commission had made a procedural error.

Vice President Roff responded that the matter will be given fair consideration under the existing rules of the Sunshine Ordinance, which the Commission will apply. He further explained that the minutes of this Commission, or the Board of Supervisors, or any other public body in this city, are simply for the purpose of recording the actions of the Commission on issues within its jurisdiction. The minutes are neither a soapbox nor a newsletter for particular points of view - they are simply a record of the activities of the Commission. If there is a lack of clarity about the purpose or the meaning of the minutes, the Commission will request the Office of the City Attorney to provide this Commission with procedures that are followed by other public bodies in the City. The Commission does not wish to have its meetings disrupted by misunderstandings of what should or should not be part of the minutes. The Commission wishes to have minutes which fully subscribe to the Sunshine Ordinance and, at the same time, accurately reflect the proceedings of this Commission.

Commissioner Roeca moved that the Commission request the Office of the City Attorney to provide a set of guidelines for minutes and public comment, which the Commission can formalize and adopt as a formal set of rules. Commissioner Soulis seconded. The motion was unanimously approved.

John Darmanin wished to know if the Commission was requesting an interpretation of the Sunshine Ordinance from Deputy City Attorney Cooper. Vice President Roff responded that the Commission is not asking for an interpretation but is requesting a set of rules and procedures, that are followed by other public bodies in the City, so that there will no longer be any misunderstanding on the part of anyone in the audience or the public, or by members of the department, or the Commission itself. The Commission is not asking for an explanation but for a body of procedures that will be comprehensible and understood by everyone, and will be followed not only by the Commission but by all who come before it.

4. REGULAR CALENDAR - NEW BUSINESS

E. Public Comment (continued)

Dennis Kruger, Director, San Francisco Firefighters Local 798, presented a set of documents dealing with the Firehouse Line of Duty Death plaques to the Commission and wished them to be part of the record. The documents consisted of: (1) Words that will be on plaques placed on 22 firehouses throughout the City; (2) petition to place Operator Thomas F. Collins on the Department Line of Duty Death List; and (3) a list of San Francisco Fire Department members who died in the line of duty. Mr. Kruger added that a few errors were found in the list, which the committee had requested and received from the department.

Robert L. Demmons, Chief of Department, responded that he had not received any communication concerning this matter and that his only knowledge of the project came from Mr. Kruger's last presentation before the Commission. Chief Demmons wished to be clear on this matter, since he wholly supports this excellent project, but no requests for information, or to mount the plaques on the firehouses, had been transmitted to him.

Mr. Kruger stated that the Mayor had endorsed the project and would personally dedicate the first plaque and fix it to the wall of Station 13. He invited the Commission, the Administration and all present to this event, which will be held on September 11, 1999 at 10:00 a.m.

Mr. Kruger asked the Commission's assistance in obtaining official permission to mount the plaques on City property, and possible assistance with the cost of mounting them. Commissioner Soulis suggested that more research is in order and, also, that donations for the project could be requested at the dedication ceremony. Commissioner Nakajo wondered why some basic questions had not been asked regarding the mounting of the plaques and that more homework should have done before the project got to this point.

Vice President Roff assured Mr. Kruger that the plaques - honoring those who had served this City and fallen in that service - are an excellent project and that the Commission will be as supportive and as cooperative as it can.

Harold E. Gamble, Deputy Chief, Operations, wished to inform the commission that he had spoken to John Hanley, President, Local 798, on August 12th regarding an invitation received by the Chief to the dedication of this plaque at Station 13. He had apprised Mr. Hanley of the fact that there is no indication in the department's records that a formal request for permission to mount the plaques on firehouses had ever been received. Chief Gamble suggested that Mr. Hanley transmit a formal request from Local 798 to the Chief of the Department for permission to proceed with the project. Mr. Kruger apologized for any procedural mistakes that had been made and assured Chief Gamble that the request for permission to proceed would be transmitted.

5. CLOSED SESSION

Formal Hearing

(Cont'd from Meetings of 03-11-99, 04-08-99, 06-03-99, 06-17-99, 06-28-99, 07-01-99 & 07-22-99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against two uniformed members of Engine 38 (resulting from an incident that occurred on 01-01-98), for violation of the Rules and Regulations as follows:

a) Firefighters William Storti and Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment
Section 3924 - Insubordination

b) Firefighter Lenette Thompson

Additionally charged with

Section 3925 - Proper Behavior

A) Commission Deliberations on Motions to Dismiss

1. Vote on Closed Session pursuant to Government Code Section 54957

Commissioner Nakajo moved for a Closed Session and Commissioner Roeca seconded. The motion was unanimously approved.

Prior to going into Closed Session, Commissioner Soulis excused himself from Commission deliberations on motions to dismiss.

The Commission was in Closed Session from 6:40 p.m. to 7:05 p.m.

6. RECONVENE IN OPEN SESSION

- 6.A. Possible Report on Action taken in Closed Session, pursuant to Government Code Section 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b)

Commissioner Roeca moved to disclose the following actions taken in Closed Session and Commissioner Nakajo seconded. The motion was unanimously approved.

- a. Supplemental documents submitted by Deputy City Attorney Terence Howzell on August 12, 1999, for review by the Commission prior to deliberations on motions to dismiss, were not reviewed and were not part of the Commission's deliberations.
 - b. After deliberation, the Commission has unanimously denied all pending Thompson/Storti motions to dismiss.
- 6.B. Vote to elect whether to Disclose Any or All Closed Session Discussions, pursuant to San Francisco Administrative Code Section 67.14(a)
- a. Commissioner Roeca moved not to disclose any discussion held in Closed Session, except as previously disclosed (item 6.A. above), and Commissioner Nakajo seconded. The motion was unanimously approved.

7. ADJOURNMENT

There being no further business before the Commission, the meeting was adjourned at 7:10 p.m.

Tarila Pauer
Secretary

July 22, 1999

San Francisco Fire Commission
698 Second Street, RM 102
San Francisco, CA

Honorable President and Commissioners:

I am writing this letter to respond to the comments made about me in a letter published in the June 22, 1999 Fire Commission minutes. As stated in his letter, Assistant Chief James Cavellini of the San Francisco Fire Department wrote it. It is also important to mention that Chief Cavellini is the former Assistant Chief in charge of the Management Services Division. As you know, the Management Services Division Chief is also responsible for reviewing EEO complaints and making the determination on the validity of those complaints. The Management Services Division Chief then forwards his recommendation to the Chief of Department.

The first point Assistant Chief Cavellini made in his letter was to claim that personnel issues should not be aired during a public forum. Then Chief Cavellini goes on to render a personal attack against Captain Roybal and myself. Then ironically, Chief Cavellini goes on to say that individuals do not have the right to "render personal attacks against the members of the Fire Commission, other members of the Department, or members of the public". Chief Cavellini cannot have it both ways. I find his letter personally insulting. Chief Cavellini's comments are also unethical and inappropriate given his former position as the Division Chief in charge of EEO complaints. Perhaps, that is why he is no longer in that position.

Chief Cavellini's letter was self-serving and it was obvious he was making these comments based on his capacity as an Assistant Chief of the San Francisco Fire Department. Lest we forget, not too long ago Battalion Chief Simi felt the retaliation from this Administration for expressing his opinion in the Firefighter's monthly publication of the Mainline newspaper. I think it only fair that Chief Cavellini receive the same "reward" for his letter. Chief Cavellini makes a failed attempt to mention individual rights to speak at public meetings but in the same paragraph he states that Captain Roybal and my comments were "inappropriate". I would like to remind this Commission and Chief Cavellini of a little thing called the First Amendment to the Constitution.

Chief Officers of this Department are held to a higher level of conduct and accountability. If someone witnesses any wrongdoing of any nature it should be reported. Chief Cavellini characterizes Captain Roybal and my comments as "personal attacks". Well, let me enlighten this commission, the allegations of wrong doing that I have brought before this commission is based on pure fact and eyewitness testimony. I only brought this information to this commission during public comment after exhausting all other remedies available to me. Ironically, I even submitted an EEO complaint to Chief Cavellini when he was in charge of the EEO process, but he refused to recommend an investigation into my complaint. Later, after filing an appeal with the Federal Court Monitor, a federal court order stated that Chief Cavellini had "conducted investigations with far less evidence in the past". The Federal Court subsequently ordered that my complaint be investigated immediately. Chief Cavellini and all Chiefs here guilty of wrongdoing should be aware that there is a Federal law that prohibits wrongful acts committed under color of authority.

If Chief Cavellini was brave enough to do what was right in the first place and investigate my allegations of wrongdoing by Deputy Chief Condon and Battalion Chief Bernie Lee, there would have been no need to air the Fire Department's "dirty laundry" in public. The lesson we have all learned from the Consent Decree is that any employee has the right and more importantly the protection to

come forward with their complaints without the fear of retaliation. Chief Cavellini, as Division Chief of the EEO Division should remain impartial in matters involving EEO violations. However, it seems that Chief Cavellini was appointed to his position based solely on blind loyalty rather than his abilities. Chief Cavellini's true colors come out in his letter. We should all be grateful that Chief Cavellini is no longer in charge of the EEO Division.

Chief Cavellini never says in his letter that Captain Roybal and my statements of May 27, 1999 are false, rather he challenges our right to make those statements in public. I challenge anyone I have accused of wrongdoing, including Chief Cavellini to take a lie-detector test with me and let those results speak for itself.

It has recently come to my attention that Chief Cavellini allegedly breached the confidentiality of the EEO process by discussing the contents of EEO interviews with the City Attorney's office. It has also come to my attention that Chief Cavellini was named as the defendant in a lawsuit against the San Francisco Fire Department that was recently settled out of court for \$225,000. James Chin, a former Asian civilian employee who worked under him in the EEO office filed this lawsuit. Maybe, that begins to explain why Chief Cavellini found it necessary to write a letter to this commission in his unsuccessful effort to silence me. Well, Chief...it didn't work!

In 1996, I witnessed a crime being committed by two chief officers. I reported it to my superiors, but no action was taken. I resubmitted my report. Still no action taken. I filed an EEO complaint with Chief Cavellini and the EEO office of this Department. Still no action taken. I then file a complaint with the City's EEO office. Still no action taken. I then filed my complaint with the Federal EEOC and received my right to sue letter. Now, my lawsuit is pending in Federal court and those responsible, including Chief Cavellini will be held accountable.

No one attacks my good name and challenges my integrity without being held accountable.

Very truly yours,



John Darmanin

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - August 26, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for business reasons.

Harold E. Gamble
Patrick W. White

- Acting Chief of Department
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Joseph C. Asaro
Ozell Austin
Gary P. Massetani

- Management Services
- Division of Training
- Support Services (Acting)
- Fire Prevention (Acting)

Chief Officers - Firefighting Services:

Paul J. Tabacco
Frank Cercos, III
Arthur W. Kenney

- Division 1
- Division 2
- Division 3

2. Approval of the minutes of the Regular Meeting of August 12, 1999.

Commissioner Roeca moved and Commissioner Soulis seconded.

DOCUMENTS DEPT.

SEP 07 1999

SAN FRANCISCO

2. APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF AUGUST 12, 1999

(Continued)

Mike Chapman wished to know why twelve letters appear in various places in the minutes if, according to Deputy City Attorney John Cooper, there should be no attachments to the minutes. Vice President Roff asked Mr. Cooper to respond. Mr. Cooper stated that there should not be any attachments to the minutes since the minutes constitute a record of what the Commission does as it votes on items on the agenda. Documents presented to the Commission for any purpose should be placed in the records of the Commission and not attached to the minutes.

Mr. Chapman referred to a letter from Zuckerman Fernandes & Partners to the Chief of Department regarding a \$100 donation. Mr. Chapman wished to know the disposition of the \$100 and suggested that it be donated to the Toys for Tots Program.

John Darmanin wished to know why the letter that he had submitted at the August 12th Commission meeting and the letter previously submitted by Art Citron were not attached to the minutes. Mr. Darmanin insisted that his and Mr. Citron's letter were not just correspondence but were public comment.

John Cooper, Deputy City Attorney, noted that that was immaterial since there were specific requirements for minutes established by the Sunshine Ordinance and adhered to by the boards and commissions of the City. Mr. Cooper believes that it is improper to continually attach material to the minutes.

Vice President Roff stated that since the letters being referred to were responsive to past events, the Commission will take a vote on attaching them, but from this point on the Commission will strictly adhere to the bylaws and procedures developed for this Commission and practiced by other Commissions.

Vice President Roff called for the vote and the Commission unanimously approved the minutes of the August 12, 1999, meeting.

Commissioner Soulis moved to amend the minutes of the August 12, 1999, meeting by attaching letters from Art Citron and John Darmanin, as well as, James Cavellini. Commissioner Roeca seconded. The motion was unanimously approved.

Mr. Darmanin stated that he hoped that letters of commendation would still be included in the minutes.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "L") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Armstrong, Richard E.	H39 Captain, D.O.T.	Service	Jun. 05, 1999
Barney, Arthur H.	H2 Firefighter	Service	Aug. 11, 1999
Pardo, Joseph H.	H2 Firefighter	Service	Aug. 07, 1999

(Note: Retirement Certificates will be presented at
Fire Commission meeting of October 28, 1999)

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during July, 1999.

C) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during July, 1999.

D) Provisional Appointment

Reporting the following PROVISIONAL appointment:

EFFECTIVE DATE - JULY 26, 1999

H30 Captain

James M. Connors
(vice: Vincent Nolan,
apptd. H40 Batt. Chief)

3. CONSENT CALENDAR

E) Provisional Appointment:

Reporting the following PROVISIONAL appointment:

EFFECTIVE DATE - AUGUST 16, 1999

1233 EEO Programs Specialist

James M. Pearce

(vice: Evelyn Taylor-Wilton,
apptd. 1231 Asst. Manager, EEO)

F) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - AUGUST 23, 1999

1023 IS Administrator III

Gregory A. Holmes

(vice: IS Study)

G) Leave of Absence

Submitting request for leave of absence with pay for Inspector Robert Gallot, Bureau of Fire Prevention, for two days, July 22 and 23, 1999, in order to attend a class on Building Design for Hazardous Materials, at UC Davis, in Davis, California. Transportation and registration costs will be paid by Inspector Gallot. He will not be replaced.

H) Leave of Absence

Submitting request for leave of absence without pay from Investigator Marshall Granger, for seven days, August 8 through August 14, 1999. Leave requested for personal family business. No overtime or back filling will occur.

3. CONSENT CALENDAR

I) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Truck 16	99-0-001	07-01-99	614	A	File
Off: Lt. Marty Ross; Drv: FF Constance Sanders; Tlr: FF Dwayne Curry					
Cause: Misjudged clearance - Trk 16, while pulling out of the station, struck a parked car					
Engine 42	99-0-002	07-01-99	588	A	File
Off: Capt. Edward Arce; Drv: PX Ramon Simon					
Cause: Misjudged clearance - Eng 42, while exiting from Division of Training, grazed the rear of Trk 3 which was parked parallel to DOT tower					
Truck 19	99-0-003	07-02-99	612	A	File
Off: T/Capt. William Bonnie; Drv: FF Carl Barnes; Tlr: FF Janet Bridges					
Cause: Misjudged clearance - Trk 19, while responding and making a right turn, struck a stopped vehicle					
Engine 44	99-0-004	07-03-99	506	A	File
Off: Capt. Mark Kearney; Drv: FF Alison Yee					
Cause: As Eng 44 was stopping, the shoe of the driver caught the edge of the accelerator pedal causing Eng 44 to hit the bumper of a parked pickup truck					
Engine 19	99-0-005	07-04-99	501	A	File
Off: Lt. Michael Thompson; Drv: FF Linda Von Wartburg					
Cause: Misjudged clearance - While responding to a grass fire and backing down a narrow alley, Eng 19 first hit a parked car, then a cinder block wall					
Truck 10	99-0-006	07-04-99	606	B	Bill
Off: Lt. Stephen Smith; Drv: FF Charles Hallgren; Tlr: FF Bradley Dugan					
Cause: After stopping at an arterial, Trk 10 proceeded to make a right turn; civilian vehicle travelling in the opposite direction and attempting to pass, was hit by Trk 10					
Engine 6	99-0-007	07-05-99	510	A	File
Off: Lt. Thomas Kelly; Drv: FF Daniel Griffin					
Cause: Misjudged clearance: While responding to a building fire on a narrow street, Eng 6 grazed two parked vehicles					

3. CONSENT CALENDAR

1) Accidents (Continued)

Engine 26 99-0-008 07-05-99 599 B File
Off: Capt. Bernard Johnson; Drv: FF Mario Romero

Cause: Apparatus door malfunction - While Eng 26 was exiting the station, the apparatus door failed to fully open and the light bar struck the lower edge of the door frame

Engine 28 99-0-009 07-06-99 597 A File
Off: Capt. Ronald Rodriguez; Drv: FF Albert Fernandez

Cause: Misjudged clearance - While backing into quarters, Eng 28 struck the protective post; guides were posted, but driver did not have time to react to warning

Engine 8 99-0-010 07-06-99 512 A File
Off: Lt. Michael Bryant; Drv: FF Sabine Balden

Cause: Misjudged clearance - While exiting quarters in response to an incident, Eng 8 struck a parked car

Medic 28 99-0-011 07-07-99 722 B Bill
Drv: FR Paramedic Rafael Gordon

Cause: While stopped at an intersection, Medic 28 was struck by a large tour bus making a right turn

Engine 21 99-0-012 07-07-99 526 B File
Off: T/Lt. Sara Cole; Drv: FF Karen Heald

Cause: While parked at a trash fire, Eng 21 was struck by a civilian vehicle attempting to pass Eng 21

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

J) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for July, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
Michael Gabel	\$2,226.85/\$1,639.79	98-9-094 (B) Eng 20	11-17-98
Julia Solis	1,050.00/ 771.01	98-9-125 (A) Medic 17	01-02-99
Monica Riddle	/ 1,669.01	98-9-135 (A) Trk 18	01-19-99
Joni Sudjito	9,500.00/12,041.00	98-9-144 (C) Batt 8	02-02-99
Kim Tang	/ 1,228.12	98-9-160 (C) Trk 13	02-18-99
Nihal Pathirana	8,944.00/ 189.00	98-9-164 (B) Eng 8	02-27-99
Hazel McKnight	23,341.47/ 1,500.00	98-9-164 (B) Eng 8	02-27-99
Gayle Alexander	/ 1,343.56	98-9-176 (A) Eng 1	03-18-99
Manuel Quiogue	/ 1,071.44	98-9-177 (C) Eng 13	03-20-99
Tamara Wightman	/17,277.26	98-9-186 (A) Trk 5	04-15-99
Jennifer West	/ 1,228.12	98-9-197 (C) Trk 1	04-23-99
Philip Telesforo	5,000.00/ 924.76	98-9-202 (A) ResAmb 38	03-27-99
Catherine Sneed	/ 9,620.28	98-9-208 (A) Trk 11	04-01-99
Cathy Candelaria	/ 1,255.00	property damage	

K) Physician's Report

Submitting biweekly report of Fire Department
Physician concerning disability injuries,
July 24 through August 6, 1999.

3. CONSENT CALENDAR

L) Temporary Appointments

Reporting having made 404 temporary appointments July 10 through July 23, 1999, and 405 temporary appointments July 24 through August 6, 1999.

Commissioner Soullis moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "L" on the Consent Calendar were approved or ordered filed as appropriate.

(Note: Due to technical circumstances related to the new computer installation the Temporary Appointment Report was not available)

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance or emergencies, or training.

Vice President Roff directed that the three typed letters (attached) be acknowledged and incorporated in the minutes of today's meeting.

B) Leave of Absence

Submitted request for leave of absence with pay from Chief of Department Robert L. Demmons for seven days, August 26 through September 1, 1999, in order to attend the Fire-Rescue International 1999 Annual Conference sponsored by the International Association of Fire Chiefs' in Kansas City, Missouri. Funds for this trip are included in the 1999-2000 budget.

Commissioner Roeca moved and Commissioner Soulis seconded.

Mike Chapman stated that the request for leave of absence for Robert L. Demmons, Chief of Department, should be denied and a representative should be sent instead because the department is in such turmoil at this time.

Vice President Roff called for the vote and the Commission unanimously approved the request for leave of absence with pay for Chief of Department, Robert L. Demmons.

C) Public Comment

Frank Kelly, Secretary, Local 798, thanked the department for its approval of the design of the plaques for firefighters who died in line of duty, and the plaques' placement on the respective fire stations. Local 798 will now proceed and place the plaques on 23 fire stations throughout the City. The first plaque will be dedicated by Mayor Willie Brown at Station 13 on September 11, 1999, at 10:00 a.m. Mr. Kelly invited everyone to attend the dedication. Mr. Kelly acknowledged Director Dennis Kruger's work in moving the project forward to a successful completion.

Mr. Kelly wished to present one other issue to the Commission. He had been requested by Battalion Chief Frank Trainor, President, San Francisco Fire Chiefs' Association, to read a letter before the Commission. The content of the letter dealt with Chief Trainor's assignment to the position of Facilities Renovation Coordinator/Bond Manager. Chief Trainor is declining to accept the assignment for a number of reasons, including his imminent retirement in January 2000. Chief Trainor believes the assignment to be retaliatory on the part of Chief of Department, Robert L. Demmons, and is requesting that the Commission intervene in his behalf.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Commissioner Roff stated that intervention is not within the authority of the Commission. **Deputy City Attorney John Cooper** clarified the matter by referring to the Charter: Each board or commission shall deal with administrative matters solely through the Department head or his or her designates and any dictation, suggestion, or interference on any part of any member of a board or commission shall constitute official misconduct.

Mr. Kelly confirmed that he understood this matter and thanked the Commission for allowing him to read Chief Trainor's letter.

Commissioner Roeca reminded Mr. Kelly that the letter will be part of the record but is not part of the minutes.

John Darmanin spoke in support of Chief Trainor and stated that he had the privilege of working with him.

Commissioner Roff wished to address a recent news item in the press regarding the *Smoke Eater's Gazette*. Commissioner Roff considers the *Gazette* to be a scurrilous and hate-filled publication, with its cowardly and anonymous authors. Commissioner Roff suggested that at a later date, possibly the September 23, 1999 meeting, the Commission place this matter on the agenda for discussion and request that relevant agencies investigating this matter be present for discussion.

John Darmanin spoke against the *Smoke Eaters Gazette*.

Joe Moriarity, Vice President, Local 798, stated that the union is totally in opposition to the *Smoke Eaters Gazette*. The union has published its opposition in the *Main Line* newspaper and John Hanley, President, has spoken against it at union meetings and other venues.

There being no further business before the Commission, the meeting was adjourned at 7:05 p.m.

Tania Bauer
Secretary

Dr. Michael A. Aquino
Post Office Box #470307
San Francisco, CA 94147
(415) 474-5023
Internet: AQX@aol.com

July 1, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

In recent months fire trucks have been using the northern end of Leavenworth Street (from at least Union to Bay Streets) as a "main route" all hours of the day or night. This results in trucks racing north down the street, sirens and horns blasting, as much as 3-4 times in each 24-hour period.

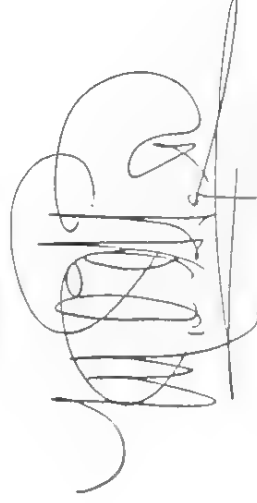
I realize and appreciate that fire trucks must use the quickest route between the station and an emergency site. However I do not think that all of the emergency sites are located precisely at the northern end of Leavenworth.

Leavenworth is also a 100% residential street. One block over is the more commercial street of Hyde, many of whose residents do not sleep there at night. Nor do the cable cars run after a certain time in the evening. How about sharing some of the firetruck-freeway load with Hyde?

Another point about this stretch of Leavenworth is that right in the middle of it is one of the busiest tourist intersections of the city - Leavenworth/Lombard - in which many adults and children are always standing in the middle of the street looking at or photographing the "twisty" block. Also cars coming down that street are often so fascinated that they pay little attention to the intersection at the bottom. Another good argument for fire trucks to choose another runway - perhaps Jones, one block to the east?

Summarily, this is not a letter to "bust your chops" - I **appreciate** quick Fire Departments! - but simply a request to please look into the "Leavenworth runaway" situation and see if you can't arrange to share the siren/horn load with adjacent streets a bit.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Michael A. Aquino', with a long horizontal line extending to the right.

Dr. Michael A. Aquino
Post Office Box #470307
San Francisco, CA 94147
(415) 474-5023
Internet: AQX@aol.com

August 1, 1999

Russian Hill Neighbors
2040 Polk Street #221
San Francisco, CA 94109

Dear RHN:

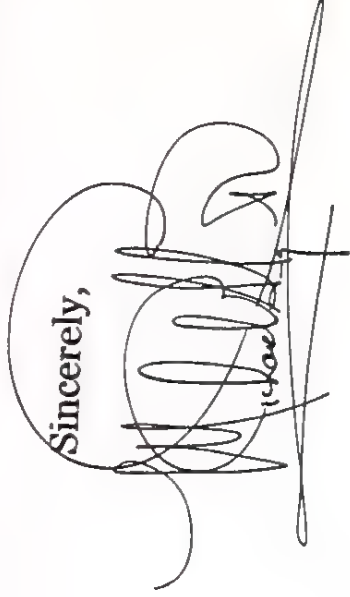
Enclosed are copies of my 7/1/99 letter to SFFD Chief Demmons and his (via Deputy Chief Gamble) 7/28/99 response to me.

Perhaps this is information that would be of interest to the neighborhood association membership generally in the next newsletter.

Even more than the information itself, I think that it reflects extremely creditably upon the SFFD that it would take the time to respond in such detail, and with such thoroughness (including an official discussion with Station 41 officials to explore varying routes when possible), to a letter from a single San Francisco citizen.

This kind of courtesy and attentiveness these days is all too rare within public officialdom, and I think we should recognize and appreciate it when it happens.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael A. Aquino", written over a large, loopy circular flourish.

cc- Chief R. Demmons, SFFD ✓
Deputy Chief H. Gamble, SFFD



*Pacific Gas and
Electric Company*

2270 Folsom Street
San Francisco CA 94110
415 695 3598

August 9, 1999

Lt. Fernando Juarez
Office of Community Affairs
698 - 2nd Street, Room 201
San Francisco, CA 94107-2015

Dear Lt. Juarez:

The Meter Reading Department at Pacific Gas and Electric Company would like to thank you for taking time from your busy schedule to do your presentation on August 5 in regard to fire prevention and safety. Your presentation was most informative and has made a great impression on our employees.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Jerry Little'.

Jerry Little
Sr. Meter Reader

:ww

cc: Chief Robert L. Demmons

FIRE COMMISSION

Meeting No. 99-22

August 27, 1999

There was apparently no Journal of Proceedings for this meeting. The
Agenda is included in its place.

C A L E N D A R O F M A T T E R S

(A G E N D A)

F I R E C O M M I S S I O N

Special Meeting - Friday - August 27, 1999 - 9:00 a.m.

698 Second Street - Room 102

ITEM
NO.

1. ROLL CALL - Fire Commission

President

Rosemarie Fernandez-Pifer

Vice President

Hadley R. Roff

Commissioner

Stephen A. Nakajo

Commissioner

Russell S. Roeca

Commissioner

Ted N. Soulis

Chief of Department

Robert L. Demmons

... PUBLIC COMMENT

DOCUMENTS DEPT.

AUG 24 1999

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3. FORMAL HEARING

(Cont'd from Meetings of 03-11-99, 04-08-99, 06-03-99, 06-17-99, 06-28-99, 07-01-99, 07-22-99 & 08-12-99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against two uniformed members of Engine 38 (resulting from an incident that occurred on 01-01-98), for violation of the Rules and Regulations as follows:

a) Firefighters William Storti and Lenette Thompson

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3935 - False Reports and False Testimony
Section 3936 - Unauthorized Visits to Places of Amusement
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment
Section 3924 - Insubordination

b) Firefighter Lenette Thompson

Additionally charged with

Section 3925 - Proper Behavior

A) Evidentiary Hearing on the Merits, including Commission Deliberations
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

1. Vote on Closed Session

4. RECONVENE IN OPEN SESSION

A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

1. Vote on possible report on action taken in Closed Session

B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

1. Vote on whether to disclose any or all Closed Session discussions

5. ADJUDICAMENT

JOURNAL OF PROCEEDINGS
(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - September 9, 1999 - 6:00 p.m.
698 Second Street - Room 102

Vice President Roff called the meeting to order at 6:10 p.m. Prior to proceeding with the meeting, he acknowledged the request from San Francisco Fire Fighters Local 798 to cancel the meeting due to the death of Paramedic Gina Hernandez. Since the request was received after public notice had been given, it was not possible to act on the cancellation request. He noted that the meeting will be adjourned in memory of Paramedic Gina Hernandez' and Firefighter Frederick Passler's passing.

ITEM
NO.

1. On Roll Call, the following were noted present:
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for business reasons.

Robert L. Demmons - Chief of Department
Harold E. Gamble - Deputy Chief - Operations
Patrick W. White - Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Ray Balzarini - Division of Airports
Joseph C. Asaro - Division of Training

Chief Officers - Firefighting Services:

James M. Tracey - Division 1 (Acting)
James R. Cavellini - Division 2
James C. Ferry - Division 3 (Acting)

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2. Approval of the minutes of the Regular Meeting of August 26, 1999, and the Special Meeting of August 27, 1999.

Commissioner Roeca moved and Commissioner Nakajo seconded.

John Darmanin requested an explanation why his letter and the letters of Assistant Chief Cavellini and retired Assistant Chief Citron were not attached to the minutes of August 26th meeting since there was a motion passed to attach them.

The Secretary responded that the minutes approved at the August 26th meeting were the minutes of the August 12th meeting and the motion was for attachment to those minutes, and they were attached. She further explained that it is impossible to make attachments, or amend, minutes that do not exist at the time of the motion. Mr. Darmanin objected that this was a procedural error and that all three letters should be attached at least to this meeting's minutes. Commissioner Roeca stated that Mr. Darmanin's request, to have all three letters attached together to the Commission minutes, has been carried out and nothing further should be done with those three letters.

Mr. Darmanin stated that he had not received documents that he had requested from the Commission Office. He had requested Battalion Chief Frank Treanor's letter and pertinent correspondence by Chief Demmons. The Secretary responded that a copy of Battalion Chief Treanor's letter was forwarded to Mr. Darmanin. Vice President Roff added that other correspondence was a personnel item and not in the jurisdiction of the Commission. Deputy City Attorney John Cooper confirmed this.

Mr. Darmanin questioned the openness of the Fire Commission in presenting documents for his review. Commissioner Roeca reminded Mr. Darmanin that the minutes reflect the actions taken by the Commission based on what appears on the agenda as an agenda item. Therefore, whatever was presented becomes part of the record. The Commission voted to amend the minutes of the August 12th meeting to reflect the three letters Mr. Darmanin requested to be attached. Commissioner Roeca stated that all other discussion is not pertinent to the approval of the minutes of the August 26th meeting and requested a call on the question.

Vice President Roff called for the question. The minutes of the August 26th, 1999, meeting were unanimously approved.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Monthly Report - Training

Submitting monthly report from Division of Training for August, 1999.

B) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - AUGUST 23, 1999

H2O Lieutenant

James Cunnane
(vice: Attrition Management)

John Beckerley
(vice: Attrition Management)

Victor Wyrsh
(vice: Attrition Management)

C) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - AUGUST 21, 1999

H2 Firefighter

Mikhailia Gacesa
Annie L. Hoddinott
Aisha E. Krieger
Natalie O. Levchenko
Maria S Nilsson
Jana F. Wakefield
Robert Boughn
Kenneth W. Cofflin, II
James T. Kotter
John F. Manning
Michael K. Mullen
Darius O. Luttropp
Stephanie L. McKnight
David M. Brown

Christian V. Collier
Dwayne R. Curry
Dustin Ruff
Angela N. Romero
Magaly Saade
Theodora S. Wilson
Denny Acosta
Manuel F. Alvarenga
Eric D. Leal
Ronald E. Perez
Jose A. Zalba
Carol L. Conley-Bodin
Amy M. Eng
Chuteh M. Kotake

3. CONSENT CALENDAR

C) Permanent Appointments (Continued)

Kaiser K. Lam
Chad D. Law
Richard L. Lopes
David Nonomura
Paul K. Shimazaki
Eric T. Tanimura

Brandon Tom
Dat Truong
Anthony D. Yee
Kimberly A. Hatcher
Cynthia M. Lucero

D) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - AUGUST 26, 1999

1426 Senior Clerk Typist

Beatrice Waters

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - AUGUST 25, 1999

1452 Executive Secretary II

Virginia O'Shaughnessy
(vice: Position upgrade)

Mary O'Riordan
(vice: Position upgrade)

F) Suspension

Reporting suspension of the following:

Captain Armando Mayorga, Engine 38,
for 30 calendar days, August 30 through
September 28, 1999 (include work days of
August 30/31, September 2/3, 5/6, 8/9,
11/12, 14/15, 20/21, 23/24, 26/27), for
violation of the Rules and Regulations
as follows:

Section 2808 - Welfare of Subordinates
Section 3922 - Acts Detrimental to
Welfare of Department
GO 91 A-2 - Equal Employment Opportunity
Policy

3. CONSENT CALENDAR

F) Suspension (Continued)

Firefighter Barry Lo, Engine 38, for 10 calendar days, September 4 through September 13, 1999 (include work days of September 4/5, 7/8, 10/11 and 13) for violation of the Rules and Regulations as follows:

Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to
Welfare of Department
GO 91 A-2 - Equal Employment Opportunity
Policy

G) Leave of Absence

Submitting request for leave of absence with pay for Assistant Deputy Chief Ray Balzarini, Captains John Sudan and Joseph Wilson, Airport Division, for six days, August 27 through September 1, 1999, in order to attend the International Aircraft Rescue and Firefighting Conference presented annually by the Aircraft Rescue and Firefighting Working Group in Kansas City, Missouri. All expenses are paid by the San Francisco International Airport. The three officers will not be replaced.

H) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 19 Off: Lt. Daniel Armenta; Drv: FF Theodore Tom	98-9-251	06-24-99	501	A	File
Cause: Misjudged clearance - Eng 19, while backing into quarters, struck a parked vehicle; no guides were posted					
B.O.E. Drv: Storekeeper Steven Jaques	98-9-252	02-08-99	972	B	Bill
Cause: Improper U-turn - BOE van, while heading west on 17 th Street, was struck by a civilian vehicle making an improper U-turn					

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3. CONSENT CALENDAR

H) Accidents (Continued)

Engine 7	99-0-013	07-07-99	525	A	File
Off:	Capt. Rudolph Labrado; Drv: FF Greg Trumpler				
Cause:	Misjudged clearance - Eng 7, while responding to an incident, struck the mirror of a parked vehicle				
Engine 32	99-0-014	07-08-99	584	A	File
Off:	T/Lt. Joseph King, Drv: FF Richard WP Forde				
Cause:	Misjudged clearance - Eng 32 was returning to quarters and, while passing through a narrow street, struck a motor cycle (front wheel of the motor cycle was protruding into the street)				
Medic 9	99-0-015	07-11-99	712	A	File
Drv:	FR Paramedic Matthew Phillips				
Cause -	Misjudged clearance - Medic 9, while responding to an incident and in attempting to avoid a parked vehicle, struck the side of a balcony				
B.F.P.	99-0-016	07-13-99	104	B	Bill
Drv:	Insp Jeffrey Chin				
Cause:	While stopped and attempting a lane change, BFP vehicle was struck by a truck travelling in the same direction				
Truck 13	99-0-017	07-17-99	621	A	File
Off:	T/Lt. Kerby Lau; Drv: FF Jack Walker; Tlr: FF Conrad Brosas				
Cause:	Misjudged clearance - Trk 13 was returning from an incident and, in avoiding a protruding tree on a narrow street, scraped a parked auto				
Svc. Squad 1	99-0-018	07-18-99	890	A	File
Drv:	FF Frank Kunst				
Cause:	Misjudged clearance - While positioning Svc Sq 1 at a major alarm fire, Svc Sq 1 scraped the front bumper of Eng 11				
Engine 21	99-0-019	07-19-99	526	A	File
Off:	Lt. John Vander Vennet; Drv: FF Larry O'Brien				
Cause:	Misjudged clearance - Eng 21, while making a right hand turn, scraped a parked vehicle				
Battalion 1	99-0-020	07-22-99	912	B	Bill
Off:	B/C Douglas Goodin; Drv: C/A Wing Chan				
Cause:	Hit and run - Batt 1, while parked in front of Station 13, was struck by a hit and run vehicle				

3. CONSENT CALENDAR

H) Accidents (Continued)

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

I) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, August 7 through August 20, 1999.

J) Temporary Appointments

Reporting having made 403 temporary appointments August 7 through August 20, 1999.

Commissioner Nakajo moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "J" on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted nine letters commending members of the Department for response to requests for assistance or emergencies, or training.

Vice President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Japanese Community Youth Council
1596 Post Street
San Francisco, California 94109

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

July 19, 1999

Dear Chief Demmons:

On behalf of the Japanese Community Youth Council, I would like to express our most sincere appreciation to you for sending Lieutenant Fernandez Juarez and the other firefighters to volunteer at the Cherry Blossom Festival.

Thanks to your involvement in our Cherry Blossom Children's Village, we were able to make this year's Cherry Blossom Festival fun filled and exciting for over 700 children and their families. The children truly enjoyed the activities and especially liked seeing the fire truck! In addition, we handed information about the different programs available through JCYC. Because of your help, Children's Village was a complete success.

For the past 29 years JCYC has been helping families in our community through the services we provide. We have been able to do this because people like you continue to support our agency.

Once again, thank you for your time and support of JCYC and the Cherry Blossom Festival. At a time when we are nearly overwhelmed with requests for our services, your help is making a difference.

Sincerely,
/s/ JULIE MATSUEDA
Deputy Director

N.B.: The following firefighters volunteered at the above event:

Station 2 - Patricia Yuen, Paul Shimazaki
Station 5 - Terence Woo
Station 13 - Eric Louie, Emmon Lew
Station 14 - William Wong, Chuteh Kotake, Cecilia Jiang
Station 15 - Gabriel Shin
Station 34 - Eric Tanimura
Station 37 - Gregg Takeuchi
Station 39 - Henry Choy
Station 40 - William Chin

Note: The following eight additional
typed letters of commendation are
included as part of Item 4.A)



Alisa Ann Ruch

Burn Foundation

August 17, 1999

Chief Robert Demmons
San Francisco FD
260 Golden Gate Ave
San Francisco CA 94102

Dear Chief Demmons,

On behalf of the Alisa Ann Ruch Burn Foundation, we would like to thank you for your support of our recent Peninsula Firefighters Burn Relay and allowing us to use the facilities at the training tower. It contributed significantly to the success of the event.

I would also like to make special mention of the Black Firefighters Association, particularly Gary Bradford, as well as Firefighters John Voelker and Sasha Grande. John and Sasha were instrumental in connecting with SFFD. Gary and the Black Firefighters Association did an exceptional job organizing the finale dinner and making us feel welcome.

We owe these firefighters and SFFD a debt of gratitude for assisting us with this event. Your dedication to the Burn Foundation and our mission was certainly demonstrated in its success. The event raised \$69,000! The firefighters are to be commended for their exemplary leadership skills and their compassion for this cause.

We appreciate your ongoing support of the Alisa Ann Ruch Burn Foundation and of your firefighters' involvement with our organization. They were truly instrumental in the success of this event.

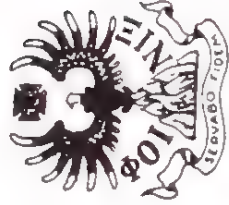
Sincerely,

Eric Johnson
President

C: Gary Bradford
John Voelker
Sasha Grande

Cheri Voisine
Associate Director

THE



PHOENIX OF

SOCIETY

SAN FRANCISCO

August 20, 1999

Robert L. Demmons
Chief of Department
San Francisco Fire Department
698 Second Street
San Francisco CA 94107

Dear Chief Demmons:

On behalf of the members of the Phoenix Society of San Francisco and the St. Francis Hook & Ladder Society we would like to thank you for a wonderful evening at the Department's Regional Training Center on Treasure Island. All those attending the annual Bay Area Joint Buff Club Meeting thoroughly enjoyed the unique opportunity to see the drill itself and to go into the fire simulation building afterward for a little "up close and personal" with the computer-assisted fire!

We would also like to express our sincere thanks for the assistance of Deputy Chief Gamble and Capt. Mike McKinley whose efforts on our behalf assured a terrific event. We enjoyed seeing the CNET video, and appreciated the briefings both before and after the drill, as well as the time spent answering all our questions.

Finally, a tip of the helmet to Batt. Chief Ray Tomasello (Batt. 3), Capt. Jones (E-9), Lt. Romero (E-28) and T/Lt. Morrison (T-19) and the members of their companies who participated in the drill. It was particularly interesting for the fire buffs to see the Department's new procedures for first and second engine companies' duties on arrival at a working fire.

As always, thank you for your continued support!

Sincerely,

Richard T. Tower, Jr.

Richard Tower
RA

Marcus E. Gracia, Jr.

Marcus E. Gracia, Jr.
Chairman

170 Arguello Blvd.
San Francisco, CA 94118
August 12, 1999

Captain Serafini
San Francisco Fire Dept.
12th Avenue & Geary Station

Dear Captain Serafini:

We want to give personal thanks to the "C Watch" of your fire house, who brought Engine 31 to our annual Dahlia Garden Volunteer Party in Golden Gate Park Saturday August 7. I have enclosed our letter to Chief Demmons which led to their dispatch.

Engine 31 arrived gleaming at just the appointed hour, thrilling both the children and adults at our event. I was most impressed by the kindness of the firefighters to the little ones who climbed over their truck. They let everyone have fun, yet their attention to safety was meticulous. None of the four firefighters I met ever took their eyes of the children, and it was hard to even get them to accept some snacks from our picnic, and even these they saved for later. Engine 31 stayed far longer than we could have hoped, and you made many new friends among our volunteers, and young fans among their children.

Our volunteers donate hundreds of dahlias to the park, and spend thousands of hours bringing them to their peak. It is wonderful for them to get this "thumbs up" from others who work hard to benefit our city, such as your talented firefighters. They are fine ambassadors for the city. Engine 31's appearance was the highlight of our party, and will be talked about till next summer, when we would love to have you back.

Thank you again--some photos are enclosed !

Sincerely,


Erik Gaensler
Vice President, Dahlia Society of San Francisco

cc: Chief Robert Demmons
Mayor Willie Brown

*Hope you can join us
next year!*

August 25, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

There have been many times when we've pulled our car over to allow an ambulance, police car or fire truck pass by us on their way to a call. Each time we couldn't help but think if these emergency vehicles were coming for a loved one we'd want them to get there as fast as possible.

On the evening of June 25, 1999 we heard those sirens again and this time they were coming to help us. Our Ford Explorer was broad sided by a car at Alemany Blvd. and Santa Rosa Avenue. Our car tipped over, slid across three lanes, and hit a parked car.

The Fire Fighters from Station 15 arrived at the scene just minutes after the accident. While we were briefly trapped inside the truck, Fire Fighters began assessing our medical condition. Once satisfied we hadn't suffered any cervical spine injuries they assisted us out of our overturned truck. The Paramedics arrived shortly thereafter and took over our treatment.

Throughout the entire incident the Fire Fighters and Paramedics conducted themselves in a caring and professional manner, thus giving us much reassurance at a very difficult time. Finally, realizing our car was too badly damaged to be driven from the scene, the Fire Fighters took it upon themselves to remove our personal property from the car which they then turned over to one of our relatives.

Please extend our thank you to all the Fire Fighters at Station 15 for coming to our rescue. The actions of Battalion Chief Gary Leal and the Fire Fighters illustrated to us the reasons why the San Francisco Fire Department is considered one of the finest in the country.

Sincerely,

Steve Mulkeen

Steven J. Mulkeen

104 San Gabriel Drive
Fairfax, CA 94930

The Hauser Family
167 Christopher Dr.
San Francisco, CA 94131

August 30, 1999

Chief of Department Robert Demmons
698 Second St.
San Francisco, CA 94107

Dear Chief Demmons,

We would like to thank the San Francisco Fire Department, particularly the members of Engine 10 and Medic 28, for their help, care, and professionalism in providing first aid for our husband/father, Mr. Elmer Hauser.

On Saturday August 28, 1999, "Al" suffered what appeared to be a minor stroke during the celebration of his son's wedding at a restaurant located at 3673 Sacramento St.. "911" was notified and Engine 10, with Lt. Skip Ohlson, James Duensing, Bruce Martin, and Renee Nicholson and Medic 28, with Paramedics Marty Spalka and Chris Madson responded. The care they provided, Al, was professional and reassuring. Obviously, we were at our wits end not knowing what was happening to him. We have never had the need to call upon your department's services before and it was reassuring and calming to see your people at work. You should be proud of them.

We should mention that Al Hauser is a native San Franciscan, a member of the San Francisco Fire Department for 36 years, and now retired for 13 years. He was proud of his job and the people he worked with. Now we know why.

Al is making a full recovery and feeling fine. Please convey our sincere thanks and gratitude to the above members of your department

Sincerely,
The Hauser Family

CC: Engine 10
Medic 28

Lycee Francais La Perouse
755 Ashbury Street
San Francisco, CA 94117



April 26, 1999

Chief Robert Demmons
Public Education
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

We are writing to let you know how much both we and the children enjoyed the presentation Mr. Kaan Chin gave to our class on Wednesday, April 21st this year. The children in our class are all 3- to 4-years old and the materials and scope of Mr. Chin's presentation was excellent for that age group. We feel the children learned valuable lessons and thoroughly enjoyed themselves.

We are very appreciative of the time and effort extended by the San Francisco Fire Department in support of safety education for children. We definitely plan to schedule presentations for at least two of our classes next year.

Please extend our thanks to Mr. Chin for an excellent job!

Sincerely,

A handwritten signature in cursive script, appearing to read "C. Gaud".

Christine Gaud
Head Teacher K-1

cc: Mr. Kaan Chin



MASTER OWNERS ASSOCIATION

August 18, 1999

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

RE: Fire Safety & Earthquake Preparedness Training
Lt. Fernando Juarez

Dear Chief Demmons:

I would like to commend Lt. Fernando Juarez for his knowledge on fire safety and earthquake preparedness.

The training is invaluable not only to us but also to the residents at Museum Parc. I will definitely recommend him to other property managers I know in the City.

Thank you.

Sincerely,

Lorna Leviste, CCAM®
General Manager

cc: Lt. Fernando Juarez, Office of Community Affairs



OUR SPECIAL THANKS

Thank you for your participation and invaluable contribution to Visitation Valley Neighborhood Day 1999 - *Celebrate Diversity* on August 7th. Over 500 seniors, parents, youth, and children had the opportunity to enjoy the fun activities, diverse entertainment, and community outreach materials. With your support and commitment to the Visitation Valley, we were able to truly celebrate and appreciate our community's diverse cultures and ethnic groups. Thank you and we hope to work with you again in the year 2000.

In unity,

Visitation Valley Neighborhood Day 1999
Coordinating Committee

Engine 43 - Lieutenant Gary Falls
Firefighter Attica Bowden
Firefighter Jonathan Pettey
Firefighter Glen Zorrilla

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for August, 1999.

- a. There are 24 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>July</u>	<u>August</u>
Vacation : Annual		
IDV		
Compensatory Time		
Sick Leave		
Disability		
Military Leave		
Light Duty		
Other		
Total		

No figures available due to new computer installation

- c. The following Work on Days Off (Overtime) were awarded during the month of July:

3 - H50	Assistant Chiefs,	for 24 hours
12 - H40	Battalion Chiefs,	for 24 hours
23 - H30	Captains	, for 24 hours
82 - H20	Lieutenants	, for 24 hours
36 - H10	Chief's Aides	, for 24 hours
7 - H3	FF/Paramedics	, for 24 hours
329 - H2	Firefighters	, for 24 hours
- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

158 - Triple Combination Pumpers
50 - Aerial Ladder Trucks
53 - Ambulances
23 - Miscellaneous Vehicles
- ii) The following apparatus were out of service and under repair at Central Shops:

8 - Triple Combination Pumpers
1 - Aerial Ladder Trucks
4 - Ambulances
2 - Miscellaneous Vehicles
- iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

5 - Triple Combination Pumpers
3 - Aerial Ladder Trucks
3 - Ambulances
0 - Miscellaneous Vehicles

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

iv) The following apparatus were available for relief purposes:

6 - Triple Combination Pumps
3 - Aerial Ladder Trucks
3 - Ambulances
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Nakajo moved and Commissioner Roeca seconded.
There were no questions or discussion and the monthly report of Chief of Department was approved.

C) Presentation by City Attorney's Office in response to the Commission's request for a draft of *Rules of Order*.

John Cooper, Deputy City Attorney, presented a draft of rules on how meetings should run which are based on Board of Supervisors and Police Commission rules, and in part on the Sunshine Ordinance, the Brown Act and the Public Records Act. Mr. Cooper noted that since this is strictly a presentation there is no public comment. He stated that once the draft has been distributed and studied, with the Commission's approval, the Rules will be placed on the agenda and public comment will be taken. The rules may be adopted after ten days of public notice.

Mr. Cooper noted that the rules of order provide for the agenda to control the meeting. The agenda will list every item that is to be taken up as an order of business and agenda items will be voted on by roll call vote. Prior to each vote there must be an opportunity for public comment. In addition, there is general public comment.

Furthermore, the rules will address written communication. The Sunshine Ordinance and the Brown Act require that the Secretary maintain a file of written communication from the public but the Board of Supervisors requires that letters from the public be noted in the minutes of the meeting as a listing of correspondence received.

Vice President Roff thanked Mr. Cooper for the presentation and noted that the Commission will welcome comment from Commissioners and the public at an upcoming meeting when the *Rules of Order* appear as an agenda item.

4. REGULAR CALENDAR - NEW BUSINESS

D. PUBLIC COMMENT

Wendy Nelder, Director, Mayor's Office of Neighborhood Beautification, and former San Francisco Supervisor, wished to apprise the Commission of some neighborhood improvements efforts along Ocean Avenue and in the OMI area. She stated that the light poles along Ocean Avenue will be redesigned and an open area along Phelan Loop will be planted with trees. Ms. Nelder noted that Station 15 is adjacent to the open space and it was suggested that a historic mural be painted across the second story of the fire station, which is a solid stucco wall.

Ms. Nelder introduced Andy Silvestri, son of retired firefighter Al Silvestri, who developed a conceptual rendering for the historic mural. She distributed copies of the rendering to the Commission, and hoped her presentation had provided some background information on the project. Ms. Nelder asked that the Commission consider a resolution approving the mural at Station 15 at an upcoming meeting.

John Darmanin wished to inform the Commission of two items regarding health and safety in the Fire Department. The first item is related to vehicle maintenance problems and was already acted upon, although the cause of the problems should be addressed by the Fire Commission as priority issue.

Mr. Darmanin cited the department's PPEs (Personal Protective Equipment) or turnouts as his second area of concern. He believes this to be an ongoing problem, inherited from previous administrations. Mr. Darmanin noted that a recently issued procedure is an improvement in the decontamination process but still does not meet OSHA requirements. To this end, Mr. Darmanin announced that he has filed a complaint with OSHA.

Mr. Darmanin suggests that if it is a budgetary problem, it is the responsibility of the Fire Commission to find a funding source for either replacing the turnout gear on a temporary basis while decontamination occurs or issuing a second set of turnouts.

There being no further business before the Commission, the meeting was adjourned at 6:50 p.m. in memory of two members of the San Francisco Fire Department - **Paramedic Gina Hernandez** and **Firefighter Frederick Passler**.



Tania Bauer
Commission Secretary

FIRE COMMISSION

Meeting No. 99-24

September 16, 1999

There was apparently no Journal of Proceedings for this meeting. The Agenda is included in its place.

FIRE COMMISSION

City & County of San Francisco

Rosemarie Fernandez-Pifer, *President*
Hadley Roff, *Vice President*
Stephen Nakajo, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*



698 Second Street
San Francisco, CA 94107-2015
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

SPECIAL MEETING

Thursday, September 16, 1999, 4:00 P.M.

698 Second Street, Room 102, San Francisco CA 94107

AGENDA

1. ROLL CALL

2. PUBLIC COMMENT

3. FORMAL HEARING

(Continued from Meetings of 3/11/99, 4/8/99, 6/3/99, 6/17/99, 6/28/99, 7/1/99, 7/22/99, 8/12/99 and 8/27/99)

Formal Hearing concerning formal complaints filed by Robert L. Demmons, Chief of Department, on February 26, 1999, against two uniformed members of Engine 38 (resulting from an incident that occurred on 1/1/98), for violation of the Rules and Regulations as follows:

Firefighters William Storti and Lenette Thompson

Section 1402 – Rules and Regulations, Orders
Section 3905 – Unfamiliarity with Rules
Section 3922 – Acts Detrimental to Welfare of Department
Section 3935 – False Reports and False Testimony
Section 3936 – Unauthorized Visits to Places of Amusement
Section 3958 – Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 – Adult Entertainment
Section 3924 – Insubordination

Firefighter Lenette Thompson additionally charged with:

Section 3925 – Proper Behavior

DOCUMENTS DEPT

SEP 14 1999

3. A. Hearing, including Commission Deliberations

This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

1. Vote on Closed Session

3. B. Reconvene in Open Session

Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

1. Vote on possible report on action taken in Closed Session

Vote whether to disclose any or all discussions held in Closed Session, pursuant to San Francisco Administrative Code Section 67.14(a)

2. Vote on whether to disclose any or all Closed Session discussions

4. ADJOURNMENT

JOURNAL OF PROCEEDINGS(MINUTES)FIRE COMMISSION

Regular Meeting - Thursday - September 23, 1999 - 6:00 p.m.
698 Second Street - Room 102

DOCUMENTS DEPT.

ITEM
NO.

OCT 27 1999

1. On Roll Call, the following were noted present:
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

- SAN FRANCISCO
PUBLIC LIBRARY

President Rosemarie Fernandez-Pifer was excused for business reasons, and
Commissioner Ted N. Soullis was excused for personal reasons.

Robert L. Demmons
Harold E. Gamble

- Chief of Department
- Deputy Chief - Operations

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joseph C. Asaro
Ozell Austin
Gary P. Massetani

- Management Services
- Division of Airports
- Division of Training
- Support Services (Acting)
- Fire Prevention (Acting)

Chief Officers - Staff:

Richard C. Shortall
Marshal Isaacs, M.D.

- Emergency Medical Services
- Emergency Medical Services

Chief Officers - Firefighting Services:

Bernie F. Lee
Johnny R. Lo
Aaron C. Stevenson

- Division 1
- Division 2 (Acting)
- Division 3

Vice President Roff wished to advise the public that Commissioner Roeca had to leave the meeting at 7:00 p.m. His absence will deny the Commission a quorum and the meeting must be formally adjourned at that time. Vice President Roff pointed out that if Public Comment had not been completed at that time, he and Commissioner Nakajo would be willing to remain to hear and acknowledge the speakers' presence.

2. Approval of the minutes of the Regular Meeting of September 9, 1999, and the Special Meeting of September 16, 1999.

Commissioner Roeca moved and Commissioner Nakajo seconded.

Vice President Roff wished to comment on the resolution of the most recent disciplinary case before the Commission. He noted that the case had damaging consequences to persons inside and outside the department. It underscored some very clear lessons: first, is the common sense of the regulations that prohibit sexually explicit objects in the firehouse. Potentially offensive and demeaning, such paraphernalia, intentional or not, can create a hostile work environment that is the very root of what constitutes sexual harassment. Second, a firehouse is a workplace. It is not a fraternity or a sorority house where anything goes, nor is a firehouse a mausoleum without comradeship and a sense of fun. It should be a place where members work together cooperatively, treating one another with respect and consideration, and where no member is excluded or belittled. There can be no tolerance for racial or gender discrimination whether deliberate or merely thoughtless. Ignorance of departmental rules is no excuse nor is insensitivity to the feelings of others. A joke gone bad can be as disturbing and hurtful as a deliberate insult. Life for firefighters is a shared experience - the meals and the daily routine, the teamwork, the dangers; it is the personal obligation of each member to make that time together both productive and civil.

John Darmanin, private citizen, stated that he wished the minutes to fully reflect what is spoken at Commission meetings. Since the minutes are not verbatim, he suggested that Commission meetings be broadcast live or taped for delayed viewing. Vice President Roff thanked Mr. Darmanin for his suggestion and stated that it will be taken under consideration.

Mr. Darmanin reiterated his request that his and retired Chief Citron's letters be attached to the minutes. The Secretary advised Mr. Darmanin that at the August 26th meeting, the minutes of the August 12, 1999, meeting had been amended in order that the letters, including Chief Cavellini's, could be attached. She explained that letters, or any other documents, can not be attached to minutes that have not yet been written.

Commissioner Roeca pointed out that if anyone wished to see these letters, or any other correspondence addressed to the Commission, they can be viewed in, or copies requested from, the Commission office where they have become part of the record of the Commission's proceedings. In addition, there is a record of everything spoken at Commission meetings in the form of a tape, which is available to the public, and is also part of the overall record. Furthermore, any suggestion that there is secrecy about the proceedings at these meetings is truly offensive to the members of this Commission.

Vice President Roff added that any action taken by this Commission is fully detailed and documented in the minutes, and concurred that any implication or suggestion of secrecy or censorship is offensive.

There were no further questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "K") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Moran, Michael R.	H40	Battalion Chief	Service Aug. 23, 1999
Cercos, John S.	H30	Captain	Service Aug. 11, 1999
Botelho, Angelo L.	2532	Paramedic	Service Jul. 01, 1999

(Note: Retirement Certificates will be presented at a Fire Commission meeting during November 1999)

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during August, 1999.

C) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during August, 1999.

D) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - SEPTEMBER 7, 1999

1220 Payroll Clerk

Carolyn Champagne
(vice: Eunice Booker,
reassigned)

Belinda Chin
(vice: Catherine Win,
retired)

Sheila Reid
(vice: 1426 position
from SFGH)

3. CONSENT CALENDAR

E) Resignation

Submitting resignation of the following:

2532 Paramedic Richard Hall, effective close of business September 17, 1999. (Resigned with satisfactory services. Transferred from DPH 07-01-97.)

2532 Paramedic Christopher Heuerman, effective close of business September 17, 1999.

(Resigned in order to accept other employment. Approximate length of service - 10 months.)

F) Death

Reporting, with regret, the death of the following:

Firefighter Frederick Passler, who died on August 26, 1999, because of illness.

Paramedic Gina Hernandez, who died on August 23, 1999, in an automobile accident.

G) Leave of Absence

Submitting request for leave of absence with pay for Michael Taylor, Director MIS, for three days, September 15 through September 17, 1999, in order to attend the National Fire Information Council (NFIC) Fall Conference in Pittsburgh, Pennsylvania. All expenses will be paid by NFIC. Mr. Taylor will not be replaced.

H) Leave of Absence

Submitting request for leave of absence with pay from Lieutenant Darryl Hunter, for one month and nine days (child care), September 25 through November 3, 1999.

3. CONSENT CALENDAR

I) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Medic 1 Drv: FR Paramedic James Ward	99-0-021	07-23-99		A	File
Cause: Misjudged clearance - Medic 1, while repositioning at the scene of a medical emergency to transport victim, struck gate; guides were posted					
Rescue 1 Off: Capt. Anthony Stefani; Drv: FF Daniel O'Donnell	99-0-022	07-25-99	869	B	Bill
Cause: Res. 1, while proceeding to an incident with red lights and siren, was struck by a Muni bus					
ResAmb 13 Drv: FF Joe Chan	99-0-023	07-26-99	703	A	File
Cause: Misjudged clearance - ResAmb 13 was responding and, while pulling into a parking space, struck a parked vehicle					
Medic 8 Drv: FR Paramedic John Putt	99-0-024	07-28-99	724	B	File
Cause: While backing into quarters, Medic 8 was struck by the apparatus door that malfunctioned					
Engine 20 Off: Capt. Frank Morino; Drv: FF Larry Deen	99-0-025	07-31-99	587	A	File
Cause: Misjudged clearance - Eng 20, while maneuvering at the scene of a fire, struck a stopped vehicle					
Rescue 2 Off: Lt. Anthony Smerdel; Drv: FF Stanley Lee	99-0-026	08-01-99	821	A	File
Cause: Misjudged clearance - Res. 2 was responding to an incident and, while making a tight turn into a narrow street, grazed a parked vehicle					
Truck 7 Off: Lt. Joseph McKeon; Drv: FF Ernest Grays; Tlr: FF John G. Murphy	99-0-027	08-03-99	614	A	File
Cause: Misjudged clearance - Trk 7, while returning from an incident and making a right turn, struck a parked vehicle					

3. CONSENT CALENDAR

1) Accidents (Continued)

Truck 5 99-0-028 08-03-99 617 A File

Off: T/Capt. Matthew Plescia; Drv: FF Leonard Harris; Tlr: PX Daisy Yu

Cause: Misjudged clearance - While Trk 5 was enroute to driver/tiller training, tiller failed to correct turn and struck two parked vehicles

Ambulance 81 99-0-029 08-03-99 B Bill

Drv: Paramedic Joshua Smith

Cause: Failure to yield - Amb 81 was responding, stopped and proceeded to make left turn; other vehicle failed to yield and struck the ambulance

Medic 7 99-0-030 08-04-99 734 B Bill

Drv: FF Maria Martinez

Cause: Medic 7, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Medic 7's siren

Engine 41 99-0-031 08-05-99 511 A File

Off: Lt. Thomas Alger; Drv: FF Robert Tai

Cause: Misjudged clearance - Eng 41, while backing up, struck a parked vehicle

CD2 99-0-032 08-05-99 409 B File

Off: Deputy Chief Harold Gamble

Cause: Hit and run - Department vehicle was struck while parked and unattended in front of headquarters

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

J) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, August 21 through September 3, 1999.

K) Temporary Appointments

Reporting having made 288 temporary appointments August 21 through September 3, 1999. ..

Commissioner Roeca moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "K" on the Consent Calendar were approved or ordered filed as appropriate.

(Note: Due to technical circumstances related to the new computer installation the Temporary Appointment Report was not available)

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance or emergencies, or training.

Vice President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

September 11, 1999

An Open Letter to all San Francisco
Firefighters and Paramedics

My name is William Homer and I reside in the 3400 block of California Street. On Saturday, September 4, 1999, I called 911 and requested help for a medical condition. I am a pre-transplant patient awaiting a donor organ, and am in precarious health. I had a fever of 102 and was feeling very dizzy - the firefighters and paramedics arrived immediately, listened to me with attention as I knew mostly what the problem was. I was transported to Kaiser emergency and it was determined I was bleeding internally and had developed bacterial peritonitis - both life threatening and my fever had reached 104.

The immediate response and quick efficient action saved my life! I write this thank you letter to express my gratitude for the physical action which saved my life but to also record and commend those who also soothed my soul with genuine care and compassion. I am better for it - San Francisco is better for it - your departments and staff are better for it - mankind is better for it.

Sincerely,

/s/ WILLIAM HOMER
3434 California Street
San Francisco, CA 94118

Note: The following personnel from Station 10 responded to the above incident:

Engine 10 - Lieutenant Walter Bertollo
Firefighter Donald Holvoet
Firefighter Patrick Ryan
Firefighter Keith Almirol

Medic 10 - Fire Rescue Paramedic Jesse Vanbuskirk
Fire Rescue Paramedic Uwe Blesching

* * * * *

Note: The following four additional
typed letters of commendation are
included as part of Item 4.A)

311 Aragon Street
Vallejo, California 94591
September 9, 1999

Chief Robert L. Demmons
Chief of San Francisco Fire Department
698 Second Street
San Francisco, California 94107

Dear Chief Demmons,

I am an Engineer in the Vallejo Fire Department and am writing this letter to express my gratitude for the assistance provided to me by your public information officer, Lieutenant Edward Campbell.

I was in need of information on dealing with the media for the class I am taking, Emergency Planning and Management. He assisted by putting me in touch with the Mayor's Office of Emergency Services and by providing me documentation on the role the media plays in the different phases of emergency management. His attention in getting me this information in a timely manner greatly aided my preparation in this research assignment. It is clear your Department and City are capably served by Lieutenant Edward Campbell.

I wish your Department continued success in all endeavors, as you seek to protect the lives and property of the citizens of San Francisco.

Sincerely,



Mansfield S. Simmons

cc: San Francisco Fire Commission

SOL E. COOPER
SHIRLEY COOPER
530 BELVEDERE STREET
SAN FRANCISCO, CA 94117

(415) 731-1366

September 8, 1999

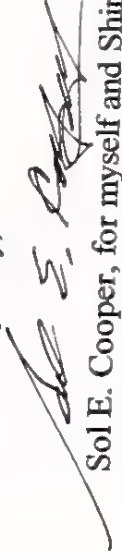
Chief Robert Demmons, Chief of Department
Headquarters, San Francisco Fire Department
694 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

My wife and I would like to express our appreciation and admiration for the way your department handled a 911 call that we made on Friday night, August 27. I had dislocated my hip, and was unable to stand or walk, and was in considerable pain, particularly when moving. My wife called 911. The response was rapid and the people responding were thoughtful and intelligent in the way they handled the situation, minimizing my pain and maximizing my safety. There was a problem in carrying me down the difficult stairs safely; so they called for further help from two firemen assigned to a truck, who also arrived promptly and were very helpful. They got me into the ambulance very efficiently, and I was then taken to Kaiser Emergency, where my problem was taken care of.

We are very grateful to Leslie Ackerman and Norm Cabe, the original 911 responders, and to the firemen, whose names we did not get. We also assume that your leadership has much to do with the prompt and efficient response.

Yours very truly,

A handwritten signature in dark ink, appearing to read "Sol E. Cooper", written over a horizontal line.

Sol E. Cooper, for myself and Shirley Cooper



1499 Sutter Street
San Francisco, CA 94109-5818
Phone: (415) 771-9111
e-mail jape1@aol.com

6 September 1999

Robert Demmons, Chief
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons

I thought you would want to know of the professional and compassionate manner Aaron and Dana of Rescue Ambulance #38 and Gina Hernandez and Nate Shapiro of Medic #83 conducted themselves when, on the evening of August 16/17, I dislocated one of my two Total Hip Replacements.

I was so impressed and grateful I asked one of the crew to write the appropriate names on a piece of paper. The name Steve Hardcastle RC 1 was also included although, due to the circumstances, I regret I can't connect that name with a particular face. It was a difficult evening.

I'm sure you appreciate how painful dislocation of a prosthesis can be. Yet even though the elevator in The Broadmoor Hotel where I live was out of order, your crews responding to Run 6865 got me down the stairs and into UCSF Emergency with a minimum of discomfort.

This is the second time this hip has dislocated this year and I'm in a Physical Therapy program to help prevent it from happening again. On both occasions crews under your command were outstanding. As a veteran of seven hip operations and many dislocations, I believe you'll agree I'm qualified to evaluate an ambulance crew and grateful for the quality service your medic/rescue units provide our city.

Sincerely,



J. P. Cahn

cc: Mayor Willie L. Brown Jr.

TO: SAN FRANCISCO FIRE DEPARTMENT
2245 JERROLD AVENUE
S.F., CA

647-8502

FROM: WALTER HOO
875 STEVENSON ST.
S.F., CA 94103
TEL: 554-5863 FAX: 554-6161

SUBJECT: MR. BILL GUNN
AWS CONTACT PERSON FOR UTILITY LIAISON

THIS LETTER IS TO RECOGNIZE AND ACKNOWLEDGE MR. BILL GUNN FOR HIS OUTSTANDING AND PROFESSIONAL WORK REGARDING THE SAN FRANCISCO'S AWS IN PLACE UTILITY WHEN RESPONDING AND CORRECTING CONCERNS AND OUT OF REPAIRS REPORTS AND COMPLAINTS REPORTED THROUGH THE UTILITY SECTION OF THE DEPARTMENT OF PUBLIC WORKS.
I WANTED TO TAKE THIS OPPORTUNITY TO REPORT THIS GOOD NEWS BECAUSE I AM NOW WORKING IN ANOTHER SECTION OF THE DEPARTMENT AT THIS TIME. IF THERE ARE ANY CONCERNS, COMMENTS OR QUESTIONS REGARDING THIS LETTER, PLEASE CALL ANYTIME.
AGAIN, THANK YOU VERY MUCH FOR THIS WONDERFUL EXPERIENCE AND OPPORTUNITY DURING MY TENURE AS THE UTILITY INSPECTOR LIAISON WITH MR. BILL GUNN.

VERY TRULY YOURS,

Walter Hoo
30 Aug. 99

4. REGULAR CALENDAR - NEW BUSINESS

B) Fire Commission Resolution

Submitted for adoption Resolution No. 99-1 urging the San Francisco Fire Department to declare the property at 2350 - 19th Avenue as excess property and to take the necessary steps to assist the Mayor's Office of Community Development, the Department of Children, Youth and their Families, the Commission on the Aging, and other City agencies in converting the site for the use of community-based organization(s) to plan and deliver services to residents of the Sunset District.

The Secretary read Resolution No. 99-1 into the record:--

WHEREAS, the property at 2350 19th Avenue in the Sunset District of San Francisco is owned by the City and County of San Francisco under the jurisdiction of the San Francisco Fire Department, and;

WHEREAS, the San Francisco Fire Department Stress Unit has moved from its office at 2350 19th Avenue and relocated to improved quarters suitable for its counseling and other responsibilities at the Ferry Building, Room 280, and;

WHEREAS several City departments, including the Mayor's Office of Community Development, the Department of Children, Youth and their Families, and the Commission on the Aging, have, through public meetings and other studies, identified an acute need for additional sites to provide information and referral and other services to children, youth and the elderly living in the Sunset District, particularly those residents with language barriers to existing services; and

WHEREAS, the City has been unable to locate suitable sites for the expansion of appropriate services to residents of the Sunset, and the site at 2350 19th Avenue is well-located for such services; and

WHEREAS, the Fire Department no longer has a need for the property at 2350 19th Avenue, and this Commission has heard evidence that the Sunset District and the citizens of San Francisco would be better served by a facility providing community-based services to the neighborhood at that location; now therefore, be it

RESOLVED, that the San Francisco Fire Commission finds that the property at 2350 19th Avenue can be more advantageously used by the City in partnership with a community-based non-profit organization(s) for purposes of providing critical services in the Sunset District than by the San Francisco Fire Department, and be it

FURTHER RESOLVED, that the San Francisco Fire Commission urges the Director of Property, the Mayor, and the Board of Supervisors to take action under Article II, Chapter 23 of the San Francisco Administrative Code to lease or transfer the property at 2350 19th Avenue for use as a facility serving the community and/or for other such purposes as are deemed proper and appropriate, and be it

FURTHER RESOLVED, that the San Francisco Fire Commission urges any lease or transfer of the property directly to a community group and that it be at a nominal rate not to exceed one dollar per year so that community services will not be hindered by market value payments to the City and County of San Francisco.

Commissioner Roeca moved and Commissioner Nakajo seconded.

4. REGULAR CALENDAR - NEW BUSINESS

B) Fire Commission Resolution (Continued)

Pam David, Director, Mayor's Office of Community Development (MOCD), spoke in support of the resolution. Ms. David expressed her appreciation to the department and the Commission for their consideration of this resolution. She related that a serious myth exists in the city, which assumes that there is little need for programs in the Sunset district that provide support services to low-income families

Ms. David noted that the Sunset district, which holds 13% of San Francisco's population, has very few sites that serve seniors or children, youth and their families. The challenge in the Sunset district is the immigrant population, approximately 80% Chinese, many of whom are monolingual and to whom, the few services that exist, are inaccessible due to linguistic barriers.

Ms. David stated that a number of public hearings have been held by MOCD, the Commission on the Aging (COA) and the Department of Children, Youth and their Families (CYF) which have shown that there is variety of serious unmet needs in that neighborhood. MOCD would like to respond but a place was needed first to start operations.

David Newcomer, Program Manager, Commission on the Aging (COA), spoke in support of the resolution. Mr. Newcomer informed the Commission that the COA had held town hall meetings and identified the Sunset area as an under-served area in the city. Mr. Newcomer distributed a report, *Coming of Age*, which provides demographic statistics on the elderly in the Sunset area - 36% of whom are minorities, 14% are monolingual, 36% are low-income and 28% are living alone. He stated that the COA pledges its support and will collaborate to provide needed services.

Jeffery Chin, private citizen, member of the Sunset district community, spoke in support of the resolution. Mr. Chin stated that locating any space in the Sunset is difficult, and the cost of renting a facility would be impossible for a non-profit organization to bear. If the resolution is passed, it will be possible to begin to provide services to the community.

Daniel Lau, San Francisco Neighbors' Association, spoke in support of the resolution. Mr. Lau's organization is a housing advocacy group and is based in the Sunset. Mr. Lau believes that a community center, as the one proposed, will serve as a much-needed clearing house for existing resources, and will be able to develop programs to meet the most urgent needs of the community.

Willa Davis, Mayor's Department for Children, Youth and their Families, spoke in support of the resolution. Ms. Davis cited a strong need for more services, due to the growth in population, especially the immigrant population. She noted that language programs, after school and childcare programs, recreational and cultural programs are needed. The department plans to grant \$50,000 for Information and Referral (I&R) services once a 501(c)3 provider, i.e., a community-based organization, has been named.

Vice President Roff called for the question. Ayes: Commissioners Nakajo, Roff, Roeca; absent: Commissioners Fernandez-Pifer, Soulis.

There were no further questions or discussion and Resolution No. 99-1 was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

C) Fire Commission Resolution

Submitted for adoption Resolution No. 99-2 approving the placement of a historic mural across the upper part of Station 15 and urging the Chief of Department to sign a contract between the artist, Andrew Silvestri, and the Mayor's Neighborhood Beautification Fund.

The Secretary read Resolution No. 99-2 into the record:

WHEREAS, the Director of the Mayor's Neighborhood Beautification Fund (the "Director") appeared before the San Francisco Fire Commission on September 9, 1999, and informed the Commission that the firefighters and officers of Station 15, at 1000 Ocean Avenue in San Francisco, had requested the Department to approve a mural designed by artist Andrew Silvestri on the Station's outside walls, and;

WHEREAS, the Director introduced Mr. Silvestri to the Fire Commission and presented a rendering of the mural for the Commission's review, and;

WHEREAS, the Director informed the Fire Commission that the Art Commission, acting under Section 5.103 of the Charter, had approved Mr. Silvestri's design for placement on Station 15, and;

WHEREAS, the Director has obtained other necessary approvals and neighborhood agreement to placement of Mr. Silvestri's mural on Station 15, now therefore be it

RESOLVED, the San Francisco Fire Commission finds that approval of the mural would support the Fire Department's effort to maintain close ties to the community served by every neighborhood station, and be it further

RESOLVED, the San Francisco Fire Commission finds that approval of Mr. Silvestri's mural will serve the interests of the Fire Department by improving the physical structure of Station 15 and by improving morale of the Station members, and be it further

RESOLVED, the San Francisco Fire Commission urges the Chief of Department to sign the agreement between the Mayor's Neighborhood Beautification Committee Fund and Mr. Silvestri, and authorize commencement of work on the mural for Station 15.

Commissioner Nakajo moved and Commissioner Roeca seconded.

There was no public comment provided.

Vice President Roff called for the question. Ayes: Commissioners Nakajo, Roff, Roeca; absent: Commissioners Fernandez-Pifer, Soulis.

There were no further questions or discussion and Resolution No. 99-2 was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

D) Hearing on the publication titled *Smoke Eaters Gazette*

Vice President Roff announced that the purpose of the hearing was to shed light upon this publication and to determine if, on the advice of the City Attorney's Office, an investigation could be launched. He declared that the *Smoke Eaters' Gazette*, which is sexist and racist in nature, fosters a hostile work environment. Vice President Roff hoped that most members find it repugnant and disregard it as bigoted trash, unrepresentative of this department and this city. He noted that leaders of Local 798 have spoken out against it and hoped that other firefighters will join them. Vice President Roff believes that the overall tone of the *Smoke Eaters' Gazette* is so offensive and inflammatory that the department should make every effort to unmask whoever is responsible since it creates a hostile work environment. He requested the City Attorney's Office to advise the Commission on the possibility of an outside investigation into the publication and circulation of the *Gazette*. This would be separate from any investigation being conducted by law enforcement agencies into whether any prosecutable hate crimes may be involved.

John Darmanin, private citizen, referred to a press release from the City Attorney's Office, regarding the *Smoke Eaters' Gazette* which stated that disciplinary action would be sought when the responsible parties were discovered. Mr. Darmanin objected to the implication that a member of this department, whether active firefighter or civilian, would be involved in this publication. He suggested that the matter should be clarified since that is not, what he believes, the position taken by the City Attorney's Office nor the Commission. Vice President Roff corrected Mr. Darmanin, stating that the Commission had no knowledge as to who is publishing or circulating the *Gazette*.

John Cooper, Deputy City Attorney, responded to Mr. Darmanin's statement explaining that the position of the City Attorney's Office was that discipline is not an issue. He believes that the statement Mr. Darmanin is referring to was released by the District Attorney's and not the City Attorney's Office.

Vice President Roff wondered what investigate means were available to the Commission to determine who this may be. Mr. Cooper replied that in response to an earlier request, he had interviewed some investigators, management consultants and law firms who had worked with large organizations who had racist and sexist publications anonymously circulated in their organization. Mr. Cooper stated that the consensus among these was that it was less important to find out who was doing it, than to establish that the members of the organization were opposed to this type of thing.

Mr. Cooper indicated that an investigation would be possible but it would be very costly, time consuming and may not yield any valid result. Furthermore, such a public investigation would entail interviewing every single person in the Department and promising them anonymity - which would be an added problem since their testimony would be confidential and could not be used in disciplinary action.

John Darmanin wished to clarify an earlier comment: he had not meant to imply that possibly a retired member may be responsible for the *Gazette*. He believes that everyone - active, retired or administrative - can be suspect in this wrongdoing and that no one is above suspicion.

4. REGULAR CALENDAR - NEW BUSINESS

D) Hearing on the publication titled *Smoke Eaters Gazette* (Continued)

Commissioner Roeca declared that he had read the *Gazette* and found the publication totally offensive. After witnessing the graduation of the millennium class and noting its potential leadership level, he believes that they would recoil from reading such a publication. Furthermore, a major concern is the creation of a hostile environment in the department due to this publication.

John Hanley, President, Local 798, remarked that this was his third appearance before the Commission renouncing this publication. He reiterated that the union has nothing to do with it, and has spoken and written against it in the *Main Line*. Furthermore, he himself had been unfavorably depicted in the publication.

Tyrone Pruitt, President, San Francisco Black Firefighters Association, thanked the Commission for focusing attention on this. Mr. Pruitt's organization decided to address the *Gazette's* content at the March Commission meeting instead of ignoring it as offensive trash. He considered it worthwhile for the Commission, the department, and employee organizations to have taken a public position against this publication, so that all members of the department can read about it in the minutes.

Robert Demmons, Chief of Department, related how he had tried to initiate an investigation with the City Attorney's Office and the Police Department but was told that the *Gazette* was offensive but not criminal in nature and not much could be done. Chief Demmons declared that items that are less racist and sexist than those in the *Gazette*, such as, stories by newspaper columnists, letters, radio interviews, tend to feed this type of publication and create a comfortable environment for its publishers. He believes, and hopes, that this can be stopped since the men and women of the department deserve better.

Commissioner Nakajo remarked that only by addressing and airing in public such a publication as the *Smoke Eaters Gazette*, with its blatant racist and sexist overtones, will the department be able to disassociate itself from it. He believes that everyone needs learn from this experience, work on it and then move on from it.

Mr. Cooper referred to an earlier statement regarding initiating an investigation. He stated that it is the opinion of the City Attorney's Office, and in this he is in agreement with Mr. Hanley, that a formal investigation would not be the best use of the department's resources.

In closing, Vice President Roff indicated that the intent of the hearing was not only to consider an investigation but also to emphasize that this publication circulating in firehouses was not reflective of the department and its members.

E) Review and discussion of the proposed Rules of Order for the San Francisco Fire Commission

Vice President Roff directed that this item be continued to the regular meeting of the Fire Commission on October 14, 1999.

4. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment

John Hanley, President, Local 798, wished to bring a number of Fire Department policy issues to the Commission's attention which were disturbing to him and the members of Local 798: (1) the drop in candidates from 480 to 268 in the cadet program; (2) hiring of 36 paramedics from an outside jurisdiction; (3) lack of H20, H30, H40, H50, H4 and H6 lists, or their preparation; (4) length of stay in provisional appointments; and most importantly (5) timely replacement of turnouts and boots. Mr. Hanley emphasized that firefighters have worn out boots and turnouts, with no replacements available from storerooms, and that this was in clear violation of the MOU. Furthermore, (6) the conversion from days of accrued vacation time to *hours*, undertaken by the Controller's Office, was not properly calculated and the department has failed to take the initiative in addressing this. In addition, Mr. Hanley believes that this administration is not sensitive in its treatment of severely injured members and their families.

Chief Demmons wished to respond to Mr. Hanley's issues. Regarding the sensitivity issue, Chief Demmons believes this to be an unfair and personal attack and cited positive examples.

Vice President Roff requested that Mr. Hanley, and other speakers that come before the Commission, address issues of legitimate concern, such as the question of replacement gear or other safety issues, and refrain from construing remarks that are personal and offensive in nature. Comments should be confined to issues of prime concern to the Commission and on which the Commission can act.

Chief Demmons explained that both the Cadet Program and the Officer's Candidate Program were court-ordered so that there would be a valid selection process. He noted that the union was invited to participate at every step and has been involved.

Chief Demmons explained that the *days to hours* conversion problem will be resolved - it was a contractual oversight both by Local 798 and the department. Representatives from the department, Local 798 and the Department of Human Resources just participated in a meet and confer session. Chief Demmons pointed out that everyone is affected by the conversion, and any loss of pay or vacation will be rectified.

Chief Demmons stated that the problem of trained H3's, which is an eighteen months process, has been difficult to resolve. A shorter process calls for training H1's as H3's, but it was not possible to relieve them and train them, and at the same time meet the public's safety need.

Chief Demmons informed the Commission that it has been over ten years since an Assistant Chief's examination was given. At the time the Consent Decree went into effect, exams were given every four years but most times there were six to eight years between exams. Chief Demmons has tried to give exams every two years. He believes that the two new programs, the Officers' Candidate and Cadet Programs, will help in shortening the time between exams and provide a pool of qualified and committed candidates. Furthermore, Chief Demmons urged everyone to work together to resolve problems and issues, and to communicate more effectively whether in meet and confer sessions or through simple telephone calls.

Vice President Roff stated that the problems and issues brought before the Commission could only be resolved through collaboration and working together,

4. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

even though there may always be tension between union and management. Vice President Roff believes that the Commission, the administration and the union must address the larger problems that affect the operations and the mission of this department. He wished to emphasize and stress that personal exchanges are non-productive and distract the Commission from the issues before it. He asked everyone to stay focused on the issues that affect the wellbeing of firefighters and affect the city as a whole.

Norm Rooker, Paramedic, wished to pose questions to the Commission concerning the mishandling of the notification of Paramedic Gina Hernandez' death to her family, and other apparent violations against the department's past practices related to the death of a member of the department. Mr. Rooker recited a time schedule of events that occurred related to this issue. He posed the following questions: (1) why was no delegation sent to Paramedic Hernandez' house notifying her family of her death? (2) Why were the station flags not flown at half-mast? And (3) why was no authorization given to wear mourning bands on badges? Mr. Rooker pointed to SFFD's Rules and Regulations Nos. 2808 and 3922, which charge officers with being concerned with the health and welfare of their troops. He believes that ultimately it is the Chief of Department that is responsible for actions taken or not taken.

Vice President Roff noted that the Commission was saddened to hear of the death of Paramedic Hernandez and adjourned the past Commission meeting in her memory. He advised Mr. Rooker that the Commission would attempt to provide a response to the issues that he had raised.

At this point in time, Commissioner Roeca notified Vice President Roff that he must leave. Since the Commission was denied a quorum, the meeting was formally adjourned at 7:15 p.m.

Vice President Roff and Commissioner Nakajo stayed to hear and acknowledge any further speakers.

There being no further business to come before the Commission, the meeting was adjourned at 7:15 p.m.

Tania Bauer
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - October 14, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Ray Balzarini
Joseph C. Asaro
Ozell Austin

- Division of Airports
- Division of Training
- Support Services (Acting)

Chief Officer - Staff:

Richard C. Shortall

- Emergency Medical Services

Chief Officers - Firefighting Services:

Bernie F. Lee
Richard D. Bracco
Aaron C. Stevenson

- Division 1
- Division 2 (Acting)
- Division 3

2. Minutes of the Regular Meeting of September 23, 1999, were not ready for approval.

DOCUMENTS DEPT.

NOV 08 1999

SAN FRANCISCO

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "P" with the exception of "B," "D" and "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. Vice President Roff, at the request of John Darmanin, private citizen, directed that Items "B," "D" and "G" be removed from the Consent Calendar.

A) Military Leave

Submitting for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Meneses, Ferdinand Sgt. E5	H2 FF	10-02-99 10-03-99	2	US Army Res. Oakland, CA	Attend Active Duty Training

B) Retirements (Removed from Consent Calendar)

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date</u>
Treanor, Frank R.	H40 Battalion Chief	Sep. 18, 1999
Correa, Antonio G.	H4 Inspector	Sep. 02, 1999
Hester, John W.	H2 Firefighter	Aug. 01, 1999
Holsworth, Richard M.	H2 Firefighter	Sep. 24, 1999
Mullany, Michael J.	H2 Firefighter	Aug. 30, 1999
Reed, John H.	H2 Firefighter	Aug. 28, 1999

(Note: Retirement Certificates will be presented at
a Fire Commission meeting during December, 1999)

C) Monthly Report - Training

Submitting monthly report from Division of Training for September, 1999.

D) Provisional Appointments (Removed from Consent Calendar)

Reporting the following PROVISIONAL appointments:

EFFECTIVE DATE - SEPTEMBER 27, 1999

H40 Battalion Chief

Paul H. Chin
(vice: Lorrie Kalos,
apptd. H51)

Michael J. McKinley
(vice: Attrition Management)

3. CONSENT CALENDAR

D) Provisional Appointments (Removed from Consent Calendar)
(Continued)

EFFECTIVE DATE - SEPTEMBER 27, 1999

H30 Captain

Mark S. Donnelly
(vice: Lorrie Kalos,
apptd. H40 Batt. Chief)

Rodrigo N. Izquierdo
(vice: Douglas Goodin,
apptd. H40 Batt. Chief)

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - SEPTEMBER 27, 1999

H20 Lieutenant

Louis F. Bacciocco
(vice: Attrition Management)

James M. Blake
(vice: Attrition Management)

Kenneth R. Jones
(vice: Attrition Management)

F) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - SEPTEMBER 13, 1999

H2 Firefighter

Jack Chow

G) Permanent Exempt Appointment (Removed from Consent Calendar)

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - JULY 1, 1999

1374 Special Assistant XV

Birindar Singh
(vice: 1371 PE Appointment)

3. CONSENT CALENDAR

H) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - OCTOBER 4, 1999

7334 Stationary Engineer

Floyd Nunn
(vice: Paul Bonitz,
resigned)

I) Reinstatement

Reporting reinstatement of the following:

EFFECTIVE DATE - APRIL 8, 1999

2532 Paramedic

Vicki Rooker
(vice: Reinstatement from H1)

Lorrie Beth Slonsky
(vice: Reinstatement from H1)

Joshua Smith
(vice: Reinstatement from H1)

Jeffrey Sloan
(vice: Reinstatement from H1)

Richard Hall
(vice: Reinstatement from H1)

(Note: Paramedic Richard Hall resigned
effective cob 09-17-99)

J) Resignation

Submitting resignation of the following:

Probationary H2 Firefighter Harley Bierman,
effective close of business September 15, 1999.
(Resigned with satisfactory services.
Started work 09-21-98.)

2532 Paramedic Denise Janelle, effective
close of business September 16, 1999.
(Resigned with satisfactory services.
Transferred from DPH 07-01-97.)

3. CONSENT CALENDAR

K) Suspension

Reporting suspension of the following:

Firefighter William Storti, Engine 38,
for 60 calendar days, October 5 through
December 3, 1999 (include work days of
October 5/6, 8/9, 11/12, 14/15, 17/18,
20/21, 26/27, 29/30, November 1/2, 4/5,
7/8, 10/11, 16/17, 19/20, 22/23, 25/26,
28/29, and December 1/2) for violation
of the Rules and Regulations as follows:

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3924 - Insubordination
Section 3935 - False Reports and False Testimony
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

Firefighter Lenette Thompson, Engine 38,
for 60 calendar days, October 8 through
December 6, 1999 (include work days of
October 8/9, 11/12, 14/15, 17/18, 20/21,
23/24, 29/30, November 1/2, 4/5, 7/8,
10/11, 13/14, 19/20, 22/23, 25/26, 28/29,
December 1/2 and 4/5) for violation of
the Rules and Regulations as follows:

Section 1402 - Rules & Regulations, Orders
Section 3905 - Unfamiliarity with Rules
Section 3922 - Acts Detrimental to Welfare of Department
Section 3924 - Insubordination
Section 3935 - False Reports and False Testimony
Section 3958 - Discrimination and Harassment Prohibited
GO 91 A-2 - Sexual Harassment
GO 89 A-100 - Adult Entertainment

3. CONSENT CALENDAR

L) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Investigator John D. Ford, Bureau of Fire Investigation, for five days, November 16 through November 20, 1999, in order to attend the annual seminar entitled "Investigation of Electrical Appliance Related Fires" presented by the International Association of Arson Investigators in Sparks, Nevada. Estimated cost for lodging and tuition is \$425, and is included in the 1999-2000 budget. Inspector Ford will not be replaced.

Investigator Joseph A. Scannell, Bureau of Fire Investigation, for six days, September 19 through September 24, 1999, in order to attend the Fire Investigation 2A class presented by the California Fire Academy at Asilomar, California. All expenses will be paid by Investigator Scannell. He will not be replaced.

Inspector Priscilla Gates, Bureau of Fire Prevention, for ten days, October 4 through October 15, 1999, in order to attend two classes, Fire Prevention 2A (Fire Protection Systems) and Fire Prevention 2B (Fire and Life Safety Standards) presented by the Industrial Emergency Council in San Jose, California. All expenses will be paid by Inspector Gates. She will not be replaced.

M) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Pollution Control Unit	99-0-033	08-05-99	566	B	Bill

Off: T/Lt. Michael Charlton; Drv: FF James Hudson

Cause: Returning from an incident, the Pollution Control Unit was struck by a civilian vehicle turning into the department apparatus' lane of traffic

3. CONSENT CALENDAR

M) Accidents (Continued)

Engine 21 Off: Capt. William Long;	99-0-034	08-05-99	526	A	File
Cause:	Misjudged clearance - Eng 21, while responding and turning right, struck an illegally parked vehicle				
Engine 3 Off: T/Capt. George Ripoll;	99-0-035	08-08-99	530	B	File
Cause:	Eng 3, while parked and unattended, was grazed by a civilian vehicle				
Rescue 2 Off: T/Capt. William Bartels;	99-0-036	08-08-99	881	B	File
Cause:	Res 2, while exiting quarters, was struck by the apparatus door that malfunctioned				
Engine 25 Off: T/Lt. John G. Murphy;	99-0-037	08-09-99	589	A	File
Cause:	Misjudged clearance - Eng 25, while maneuvering to leave the scene of an incident, scraped a debris box				
ResAmb 82 Drv: Paramedic Richard Hall	99-0-038	08-12-99	717	B	File
Cause:	ResAmb 82 struck a civilian vehicle which was trying to pass on the right in a non-traffic lane				
Ambulance 83 Drv: Paramedic Kurt Thomason	99-0-039	08-13-99	711	B	Bill
Cause:	Amb 83, while responding, struck a vehicle that was backing out of a driveway				
ResAmb 13 Drv: FF David Hawkins	99-0-040	08-14-99	714	A	File
Cause:	Misjudged clearance - ResAmb 13, while proceeding west on Jefferson Street, struck the mirror of an improperly parked vehicle				
Engine 38 Off: Capt. Armando Mayorga	99-0-041	08-15-99	577	B	Bill
Cause:	Eng 38, while parked in front of quarters, was struck by a civilian vehicle				
Engine 2 Off: T/Lt. Peter Gallagher;	99-0-042	08-16-99	529	B	File
Cause:	Eng 2, in an attempt to avoid another vehicle, swerved to the right and grazed two parked cars				

3. CONSENT CALENDAR

M) Accidents (Continued)

ResAmb 6 Drv: FF Kimberly Martin	99-0-043	08-16-99	715	B	Bill
Cause: ResAmb 6, while proceeding to an incident with red lights and siren, crossed the intersection with a green light and was struck by a civilian vehicle which failed to heed ResAmb 6's siren					
Truck 2 Off: Lt. Manuel Vasquez;	99-0-044	08-19-99	619	A	File
Cause: Misjudged clearance - While Trk 2 was exiting quarters, the right side of the trailer scraped the door opening					
Engine 42 Off: T/Lt. Robert Blackburn;	99-0-045	08-19-99	588	A	File
Cause: Misjudged clearance - Eng 42 was turning right during daily road check and struck a parked auto					
B.F.P. Drv: Inspector Robert Kehoe	99-0-046	08-19-99	019	B	Bill
Cause: BFP vehicle, while parked, was struck by a Muni bus pulling into a bus stop					

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

N) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for August, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
Carlos Gonzalez	\$3,482.63/\$1,982.63	98-9-084 (A) Eng 6	10-22-98
John Li	5,500.00	98-9-088 (A) Eng 1	10-31-98
Joni Sudjito	9,500.00/ 1,876.00	98-9-144 (A) Batt 8	02-02-99
Sofia Varida	2,318.00	98-9-144 (A) Batt 8	02-02-99
Daoheng Luo	2,157.68	98-9-213 (A) Trk 13	05-07-99
Srinika Narayan	702.79/ 612.79	98-9-220 (A) Div 3	05-16-99
Kee S. Chow	1,290.94	98-9-222 (A) Trk 15	05-18-99
Peter Shepherd	705.00	98-9-229 (B) Medic 3	05-23-99
George Lee	1,746.00/ 1,199.94	98-9-233 (A) Eng 13	05-29-99
Kati Siiteri	2,900.00/ 2,496.36	98-9-247 (A) Eng 16	06-25-99
William Powell	121.85	99-0-001 (A) Trk 16	07-01-99
Aisling Ferguson	275.00	property damage	04-26-99

O) Physician's Report

Submitting biweekly report of Fire Department
Physician concerning disability injuries,
September 4 through September 17, 1999.

P) Temporary Appointments

Reporting having made 293 temporary appointments
September 4 through September 17, 1999.

Commissioner Roeca moved and Commissioner Soulis seconded.
There were no questions or discussion and Items "A" through "p"
with the exception of "B," "D" and "G" on the Consent
Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR (Items Removed)

B) Retirements (Removed from Consent Calendar)

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Treanor, Frank R.	H40 Battalion Chief	Service	Sep. 18, 1999
Correa, Antonio G.	H4 Inspector	Service	Sep. 02, 1999
Hester, John W.	H2 Firefighter	Service	Aug. 01, 1999
Holsworth, Richard M.	H2 Firefighter	Service	Sep. 24, 1999
Mullany, Michael J.	H2 Firefighter	Service	Aug. 30, 1999
Reed, John H.	H2 Firefighter	Service	Aug. 28, 1999

(Note: Retirement Certificates will be presented at
a Fire Commission meeting during December, 1999)

Commissioner Roeca moved and Commissioner Soulis seconded.

John Darmanin, private citizen, inquired about the retirement of Battalion Chief Frank Treanor. John Cooper, Deputy City Attorney, responded that this agenda item serves as a notification to the Commission as to who is retiring and when Retirement Certificates will be presented to retirees; it does not deal with the circumstances of individual retirees. The Commission does not deal with the process, it only approves the retirement as presented.

There were no further questions or discussion and the item was unanimously approved.

D) Provisional Appointments (Removed from Consent Calendar)

Reporting the following PROVISIONAL appointments:

EFFECTIVE DATE - SEPTEMBER 27, 1999

H40 Battalion Chief

Paul H. Chin
(vice: Lorrie Kalos,
apptd. H51)

Michael J. McKinley
(vice: Attrition Management)

H30 Captain

Mark S. Donnelly
(vice: Lorrie Kalos,
apptd. H40 Batt. Chief)

Rodrigo N. Izquierdo
(vice: Douglas Goodin,
apptd. H40 Batt. Chief)

Commissioner Soulis moved and Commissioner Roeca seconded.

3. CONSENT CALENDAR (Items Removed)

D) Provisional Appointments (Removed from Consent Calendar)
(Continued)

John Darmanin declared that he was upset about the provisional appointment of Michael McKinley, Battalion Chief. Vice President Roff responded that provisional appointments are the sole responsibility of the Chief of Department.

There were no further questions or discussion and the item was unanimously approved.

G) Permanent Exempt Appointment (Removed from Consent Calendar)

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - JULY 1, 1999

1374 Special Assistant XV

Birindar Singh
(vice: 1371 PE Appointment)

Commissioner Nakajo moved and Commissioner Soulis seconded.

John Darmanin inquired about the base salary for this position, and wondered if he could obtain it from the Commission. He was advised that the information is published and available from the Department of Human Resources.

There were no further questions or discussion and the item was unanimously approved.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted 14 letters commending members of the Department for response to requests for assistance or emergencies, or training.

Vice President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

September 15, 1999

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

I wish to compliment two of your paramedics, Robert Jones and Robert Weaver of Medic 8.

On August 30, 1999, I had a reaction to a drug which drove my blood pressure up high.

They were professional and very kind. I feel that they should have a raise.

Will you please thank them for me again?

Sincerely,

/s/ PATTY WALTERS
One Ecker Street, Suite 250
San Francisco, CA. 94105

* * * * *

Note: The following 13 additional
typed letters of commendation are
included as part of Item 4.A)



United States Department of the Interior

NATIONAL PARK SERVICE
GOLDEN GATE NATIONAL RECREATION AREA
FORT MASON, SAN FRANCISCO, CALIFORNIA 94123



IN REPLY REFER TO

A3415 (GOGA-VRPSD)

SEP 10 1999

Robert Demmons, Chief
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, California 94102

Dear Chief Demmons:

We would like to commend firefighter Steve Miller of your department for actions recently taken by him that resulted in the saving of two people at Ocean Beach.

On August 22, 1999 at approximately 2:00 p.m., two men became stranded in a powerful rip current at Ocean Beach near Stairwell 20. Steve Miller was off-duty and surfing at the same location. He saw two NPS Public Safety Officers entering the water and immediately paddled his surfboard to the exhausted victims who were in grave distress. Steve and the two Safety Officers assisted both people back to shore uninjured, and they were extremely thankful for their rescue. The rescue was featured on the news that evening and again reminded the public of the dangers of Ocean Beach.

The courage and professionalism displayed by Steve were outstanding. There can be no greater public service than the saving of a human life. We are aware of Steve's active participation in the SFFD Water Rescue Response Team. The quality and professionalism of the SFFD Water Rescue Response Team is reassuring and vital to the public safety, especially at Ocean Beach.

We appreciate the excellent cooperation and collaboration that we receive from your department in all areas of public safety. Please convey our commendation and gratitude to Steve for his efforts.

Sincerely,

Brian O'Neill
General Superintendent

George Debrunner

2040 Taylor Street

San Francisco, CA 94133

H (415) 885-2960

W (415) 765-5212

September 14, 1999

Chief Robert Demmons
698 Second Street, Rm 224
San Francisco, CA 94107

Dear Chief Demmons,

My name is George Debrunner and I am a participant in the San Francisco Fire Department's Cadet Program. I just wanted to pass along a quick note of gratitude. I have found the program to be a highly valuable, educational and worth while experience. I feel very fortunate and thankful to have had this opportunity.

Thank you for initiating and spearheading the Cadet Program. I appreciate everyone's time and effort, from Capt. Kochevar and Mr. Stoddard to the module moderators, instructors, proctors and administrative personnel. They were always helpful, knowledgeable and friendly. The integrity and caliber of those involved with the Cadet Program reaffirmed why I want to be a firefighter for the City of San Francisco. Thanks again!

Sincerely,

A handwritten signature in dark ink, appearing to read "George J. Debrunner", written in a cursive style.

George Debrunner

PHILIP K. YACHMETZ

100 ELENA STREET, #310
CRANSTON, RHODE ISLAND 02920

TEL : 401.943.6989
FAX : 401.946.4507

September 21, 1999

Chief Robert Demmons
San Francisco Fire Department
Headquarters
698 Second Street
San Francisco, California 94107

Dear Chief Demmons:

All too often, people are fast to file complaints, but slow in providing praise. I wish to take a few minutes of your valuable time to offer praise and thanks for a recent incident that touched my family

This past Labor Day weekend, my parents celebrated their 50th wedding anniversary. After months of planning, our family and friends gathered in New Jersey to mark this momentous occasion. On Monday morning, September 6, 1999, I had the pleasure to bring my parents to the airport for their departure on their second honeymoon. Their first stop was your beautiful city, San Francisco, before continuing onto Hawaii and Las Vegas. They were happy and relaxed, looking forward to their 20-day trip.

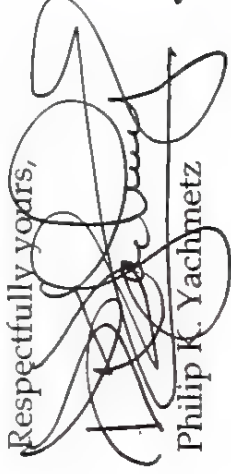
You can imagine my surprise when my telephone rang late that afternoon to hear my Mother, who had just arrived at their hotel in San Francisco. She was clearly upset and informed me that my Father was in distress due to a condition called bleeding diverticulitis. You can imagine how upset my Mother was, 3,000 miles away from the closest family with my Father clearly in serious condition. The hotel my parents had just checked into, the Tuscan Inn on Fisherman's Wharf, called 911 and your **Medic 28** and **Engine 41** responded.

As your paramedics and firemen arrived at 2:43pm Pacific time, my Father had his fourth episode with the bleeding diverticulitis and proceeded to lose consciousness. Your paramedics and firemen worked professionally and expeditiously assessing the situation, reviving and stabilizing my Father, while calming my Mother and assuring her that everything would be alright. In addition, your firemen spoke with both my sister, who is an ICU nurse, and I who were on the telephone and kept us advised of our Father's condition. By shortly after 3:00pm they arranged to transport my Father to California Pacific Medical Center, where he was hospitalized for two days.

I am happy to report that, although he was unable to continue his trip, my Father is doing much better and has had a full recovery. In fact my parents will be leaving on their rescheduled second honeymoon on October 11th with their first stop again being San Francisco.

My parents, my family and myself wish to thank you, your paramedics and firemen for all that they did to help my Father and Mother through this difficult experience. We wish to personally thank and commend Paramedics **Carl Jurgenson and Maria Martinez, and Firemen Gerald Scullion, Raymond Ng, Charles Baker and Carl Drake** for their professionalism, their expertise and their calming influence during our time of crisis. While we hope to never have to avail ourselves of their services again, it is a comfort knowing that there are caring and expert emergency personnel in San Francisco.

With the greatest of praise and thanks and the deepest appreciation to you and the men and woman of Medic 28 and Engine 41, I remain

Respectfully yours,

Philip K. Yachmetz



SIMULATION DIVISION

Proud to be a sustaining member of the Aircraft Rescue Fire Fighting Working Group
Congressional Fire Services Institute
National Fire Protection Association
Florida Fire Chiefs Association

September 22, 1999

Chief Robert A. Demmons
Fire Chief, San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

Environmental Tectonics Corporation (ETC) was pleased to learn of Captain Mike McKinley's promotion to Battalion Chief. In the past months, ETC has had opportunity to meet with Chief McKinley, and visit the training facility at Treasure Island. He is truly committed to San Francisco's training agenda, and indeed the yardstick with which other fire training officers should be measured.

The sophisticated and complex disasters that will be facing our nation in to the 21st Century will require equally as sophisticated and complex training solutions, part of that solution will be innovative and high tech training equipment. The equipment without the proper instructors capable of delivering the training program becomes useless. It is the individuals like Chief McKinley that keep the wheels of training turning.

Please extend our sincere congratulations to Chief McKinley.

Sincerely,

ENVIRONMENTAL TECTONICS CORPORATION

Shabbir Merchant
Vice President

ENVIRONMENTAL TECTONICS CORPORATION - 12443 Research Parkway, Suite 404
Email: info@etcflorida.com
Web: www.etcflorida.com

Orlando, Florida 32826
Phone: (407) 282-3378
FAX: (407) 282-3582

September 29, 1999



Thank you for EXCELLENT Safety Presentation on Hazardous Materials

Chief Robert Demmons
698 2nd Street
San Francisco, CA
94107

Dear Chief,

We would like to thank the San Francisco Fire Department for an EXCELLENT presentation given by **Captain Jerry Grey** and **Erika Hoo** at our safety meeting on Hazardous Material. Our meeting on September 15th was attended by over ninety employees everyone enjoyed the presentation and greatly appreciated the practical training. Please let Captain Grey and Erika Hoo know how much we appreciated them.

THANK YOU!!!

Sincerely,

A handwritten signature in cursive script, reading 'Carol P. Eyring', is positioned below the word 'Sincerely,'.

Carol P. Eyring
PG&E
245 Market Street
12th Floor Safety Coordinator
(415) 973-9683
cjp1@pge.com

cc: Captain Jerry Grey
109 Oak Street
San Francisco, CA
94102

Erika Hoo
c/o Station 38
2150 California Street
San Francisco, CA
94102



Cheryl Andersen - Sorensen Childcare Center
4150 Clement Street, San Francisco, CA 94121 (415) 751-8511

August 13th, 1999

Chief Robert L. Demmons
San Francisco Fire Department
268 2nd Street
San Francisco, CA 94107

Dear Chief Demmons;

I would like to express our appreciation to the paramedics and firefighters at Station 14 who made such an interesting and informative presentations to the children of the Cheryl Andersen-Sorensen Childcare Center. The children, staff, and parents at our childcare center were very impressed with the kindness and attention your personnel offered us.

On Friday, August 6th, Battalion Chief Joseph Carlomagno and Fire Paramedics from Medic 14, (Leslie Ackerman and Norm Caba) came to our school and demonstrated the paramedic ambulance. The children enjoyed climbing through the ambulance and having their EKG tracings taken.

The following week, on August 13th, the Firefighters on Engine and Tuck 14 on the "B" watch demonstrated their equipment at the fire station. Once again, the children and staff were impressed with the kind and caring attitude of your firefighters.

Please pass along our appreciation to your personnel who went "above and beyond" to provide us with an excellent and informative encounter with the San Francisco Fire Department.

Sincerely,


Laura Fahning
Director

LF/prh
SFDDthanks

C & C INVESTMENTS

September 21, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

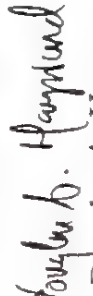
This is to say thank you to the Fire Department, specifically Engine # 35, 349 Embarcadero; Truck # 13, 530 Sansome and Battalion # 3, 36 Bluxome for the prompt response and invaluable help on Saturday morning, September 18 at 221 Main Street.

A water heater in a secure room on our twelfth floor burst and flooded much of that floor and the floor below before shorting out a smoke detector at 5:38 a.m. Your crews were on the scene within three minutes of the alarm. They got into the room and shut the water off immediately. They protected some of the sensitive equipment that was being dripped on. They vacuumed and mopped up some of the worst pools of water.

This help was above and beyond the call of duty and shows what fine and dedicated people make up these crews. This help was so important in averting a worse disaster than we were already facing. We thank you so much for this wonderful response!

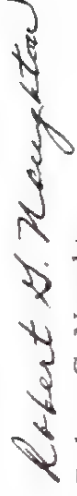
Very truly yours,

C & C INVESTMENTS


Douglas A. Hayward
Property Manager

c.c. Engine # 35
Truck # 13
Battalion # 3

C & C INVESTMENTS


Robert G. Naughton
Chief Engineer

Marlene Marseille
275 Sea Cliff Avenue
San Francisco, California 94121
September 27, 1999

Chief Robert Demmons
San Francisco Fire Department
698 2nd. Street
San Francisco, California 94107

Dear Chief Demmons,

I wish to thank the Fire Department members who responded to my residence at 275 Sea Cliff Avenue on June 19, 1999. My husband and I were on vacation at the time and a neighbor noticed a large amount of water coming from our residence. The Water Department referred my neighbor to the Fire Department and they responded immediately. They shut off the main and my neighbor led them into the house where they made sure that all was safe. Without the Fire Department's swift response, I am sure that we would have had substantial damage. Thanks to all involved !

Sincerely,

Marlene Marseille
Marlene Marseille

MARLENE MARSEILLE
275 SEA CLIFF AVENUE
SAN FRANCISCO, CA. 94121

**City and County of San Francisco
Police Department**



**Senior Escort Patrol
Crime Prevention Services**

September 13, 1999

San Francisco Fire Department
Chief Robert Demmons
698 Second Street
San Francisco, CA 94102


Dear Chief,


The 3rd Annual Senior Escort and San Francisco Police Department "Senior Day at the Park " Tailgate Party and Baseball Game held on September 2nd at 3 Com Park at Candlestick Point was a huge success because of you. Thanks for your support!

Approximately 250 seniors throughout San Francisco participated in the festivities which included a delicious barbeque luncheon, entertainment, free prizes, and entrance to the Giants versus the Philadelphia Phillies baseball game. The seniors were very happy at the tailgate party and became even happier when the Giants won the game.

Your participation through donations and volunteerism assured that this event was a success. Your efforts provided the seniors with a safe and full filled activity. We are very grateful for your assistance and hope you will participate next year when we christen the new ball park !!

Sincerely,


Rochelle Frazier
Executive Director
SEPCPS


Maurice Sonnier, Sr.
Project Manager
"Senior Day at the Park"

Medic 7 - Paramedic Thomas Vanderree
Paramedic Darren Bortmas

(415) 695-5170

Administration
1101 Capp Street

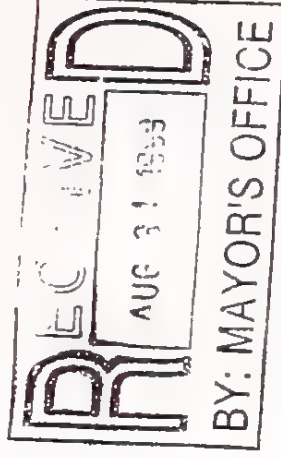
- 12.9 -

San Francisco, CA 94110

Norman M. Scott, Jr., M.D., F.A.C.P.

The Honorable Mayor Willie Brown,
City Hall,
San Francisco, California, 94102

Dear Mayor Brown,



28 August, 1999

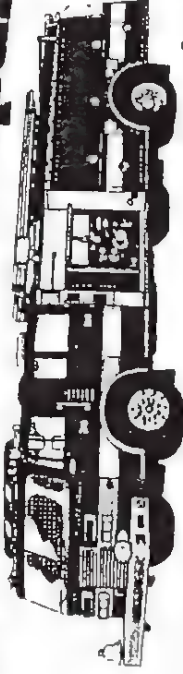
Last night I had a serious insulin reaction and it was necessary for my family call 911 for the paramedics. They arrived very promptly ; their performance was very efficient--they knew exactly what to do, and I responded quickly to their treatment. Their behavior was most professional and friendly, and I am very grateful to them,

Unfortunately I forgot to get their names, and would like to thank them all, through you, for their excellent work. The call was made from this address at about 1 A.M. on the morning of 28 August, 1999. I would very much appreciate it if you would forward my thanks to them.

Our City is fortunate to have such professionals as these looking out for us.

Sincerely,

Provo City Fire Department



Battalion Chief

Coy D. Porter

PROVO CITY FIRE DEPARTMENT

FIRE HEADQUARTERS
80 South 300 West
PROVO, UTAH 84601

03 September 1999

Chief Robert Demmons
San Francisco Fire Department

Dear Chief Demmons,

In late August, with the approval of the Deputy Chief, my wife and I were allowed to visit a few fire stations in your great city and also to ride on the fire boat in the bay. My wife and I both work for Provo City and my wife recently has accepted the position of Emergency Management Coordinator and moved from supervising our fire training division. We are a small department, in comparison, of 81 sworn members and some office staff.

I have ridden with other large departments over the years and have visited many of various sizes as well. I just wanted to let you know that everywhere we stopped we were greeted warmly and treated very graciously by your members and staff. This was in part because we were traveling with my wife's sister, Andrea Davies, a firefighter with your department currently assigned to Truck 18. That was not the only reason. I have been in the fire service for 22 years and have been to New York, Chicago, Baltimore, Denver and other large departments and have been escorted by close friends who were members of the department where we were touring. I must emphasize that my visit to San Francisco was the most enjoyable. Every station crew was cordial and we truly felt befriended and were treated with honor and respect. This is most commendable and appreciated.

The crew with the fire boat went the extra mile and not only gave us an extremely nice tour of the bay, but the engineer stayed with us on the bow of the boat and gave us an "E ticket" explanatory tour of the city, the bay, the bridges, along with some of the history of fire suppression and other calls made by the members of that station house, etc. We came away with a greater appreciation of your responses in some of the most dire of circumstances. Our many thanks for the opportunity to visit and many thanks to those who showed us that the fire service is made up of such great men and women.

Thank you for the opportunity to share my sister's exciting world at SF fire! Julia Ray

Balboa Terrace/Mt. Davidson Manor NERT Team
c/o Susan Yip, Co-Coordinator
750 Darien Way
San Francisco, California 94127-2527

Chief Robert Demmons
698 Second St.

San Francisco, CA 94107-2015

Sept. 28, 1999

Dear Chief Demmons,

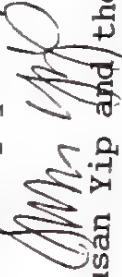
This past Saturday, September 25, the Balboa Terrace/Mt. Davidson Manor NERT team had a field trip to Station 15, our ERD. The trip was a smashing success thanks to Lt. Mike Murphy and Detailman Floyd Rollins. We were shown the truck and its contents and Floyd demonstrated how the ladder extends to its full height. We toured the station and saw the communications equipment, heard a test alarm go off, and Floyd showed us how the personal oxygen equipment works, among other interesting things.

During our visit, another truck from Station 19 came to refuel. We met Joe Morrison who was extremely congenial and welcoming.

Our NERT team is just starting up, and it was so nice to have such a worthwhile field trip. This helped generate even more enthusiasm for the team, and it made me realize how important it is for NERT teams to develop a relationship with their local firehouses. The NERT program is a wonderful program for the community, and we all hope it continues to grow and flourish.

Our thanks go to the Department,

Sincerely yours,




Susan Yip and the BT/MDM NERT team

Memorandum

San Francisco Police Department



To: Rex A. Martin
Communications Director

From: Michael J. P. Nichols 
Communications Supervisor
San Francisco County E9-1-1 Coordinator
Geographic and CAD Files Administrator

Date: Thursday, September 16, 1999

Subject: Fire Hydrant Survey Status

In order to use the ECAD Fire Hydrant function that provides a list of the five hydrants closest to an incident, it was necessary to ensure that all hydrants have a geofile-compatible address. After an initial computerized pass through the files for low and high pressure hydrant locations, those records with location problems were forwarded to me for resolution. It became evident that the locations for a number of hydrants were insufficiently clear in the existing records.

An initial meeting with me, facilitated by Glenn Ortiz-Schuldt, with Supervisor Bill Gunn of the Fire Department Bureau of Water Supply led to a commitment to clear up any hydrant locations necessary. BWS personnel, Mike Hara and Dennis Murphy, conducted prompt and detailed field surveys and measurements. They the met with me personally in long and detailed meetings and over telephone calls until all outstanding problems were resolved. Subsequently, Mike Hara researched and provided me with information on additional new hydrant installations. The whole cooperative venture was handled within just a few weeks in a very cordial and professional manner. I would like to thank these individuals for making my task possible and so pleasant.

The corrections are now ready to be entered into the ECAD Hydrant File as soon as connectivity between my geofile workstation and the ECAD Stratus is established. It is my understanding that DTIS is currently undertaking that step.

cc: Glenn Ortiz-Schuldt, Bill Gunn

APPROVED YES NO

 ☒ ☐

Rex A. Martin, Director
Communications Division

☐ ☐ ☐

RECEIVED

SEP 20 1999



4. REGULAR CALENDAR - NEW BUSINESS

B. Review and Discussion of the proposed Rules of Order for the San Francisco Fire Commission

John Cooper, Deputy City Attorney, informed the Commission that he has not made any changes to the draft of the Rules since no input has yet been received from the Commission or the public. Mr. Cooper declared that the Rules are based on rules of the Board of Supervisors, the Police Commission, and the Sunshine Ordinance Task Force. Furthermore, they incorporate provisions from the Public Records Act, the Brown Act and the Sunshine Ordinance and are in full compliance with the requirements of those acts.

Commissioners asked for clarification of certain rules and there was discussion on various aspects of the rules, such as changing the term Clerk to Commission Secretary. Furthermore, Mr. Cooper suggested that the Commission deal with written communications in the same manner as the Board of Supervisors, and that is, by publishing a list of communications received in the back of the agenda. Commissioner Nakajo asked for clarification regarding inappropriate behavior, Rule 3.5, . . . that the Presiding Officer will order removed from the meeting any person who commits the following acts. Commissioner Nakajo stated that he understood what this meant but was not clear in respect of how this would be accomplished. Chief Demmons responded that at the Board of Supervisors Deputy Sheriffs were used to escort individuals from the Chamber.

John Darmanin, private citizen, wished to know if he was correct in interpreting the Rules of Order as minimum requirements, instead of maximum limits, to ensure public and open discussion.

Mr. Cooper responded that the provisions incorporated are taken from state law and the Sunshine Ordinance. Mr. Darmanin asked if the Commission could use their discretion under the Rules and, for instance, extend the time limit for a speaker. Mr. Cooper responded that other Commissions limit an individual's public comment to three minutes, and representatives of organizations to five minutes, as prescribed in the Brown Act and the Sunshine Ordinance.

Vice President Roff stated the Commission does not wish to restrict anyone from coming before it but that the Commission does wish to have open public meetings that are orderly, with succinct and focused discussion that is germane to the issues within the authority and jurisdiction of the Commission.

Furthermore, Mr. Darmanin believes that time limits should be enforced when chief officers are speaking on behalf of the department. Mr. Cooper stated that it does not fall under public comment but is considered a response requested by the Commission. Any violation of the rules of conduct, would apply to chief officers as well as any member of the public.

Mr. Darmanin wished a clarification regarding written communications that were published as part of the minutes. He was referring to the letters of commendation received by the Chief of Department and submitted by him to the Commission and, incorporated with the minutes. Mr. Darmanin wished for equal treatment of all communications.

Vice President Roff, with the consent of the Commission, wished Mr. Cooper to re-examine this issue and recommend an equitable resolution and to present it at the next meeting of the Commission.

4. REGULAR CALENDAR - NEW BUSINESS

C) Cadet Program

Report from Chief Demmons on status of the Cadet Program.

Robert L. Demmons, Chief of Department, requested that Richard Kochevar, Captain, Division of Training, give the presentation. Captain Kochevar, with the assistance of Lieutenant Gregory Jones, and Firefighter Maurice Castain, provided an overview of the Cadet Program using Power Point. David Johnson, Fire Services Exam Unit, was also present to respond to any questions from the Commission and the audience.

Captain Kochevar stated the Fire Department has established a selection process, through the Cadet Program, that will provide qualified individuals with an opportunity to participate in a job-related training program. The program is designed to facilitate an exchange of critical information between the candidate and the Department. The Cadet Program provided such information as (1) the physical demands of the job, (2) the importance of teamwork, and (3) the danger inherent in the job to the candidates and, in turn, assessed their (1) motivation, (2) comprehension of job-related training materials, and (3) physical fitness. There are 261 candidates in the program who are currently involved in the Community Service portion, with the bilingual proficiency assessment scheduled for November 1999.

Captain Kochevar read a prepared statement from James Outtz, Ph.D., who designed the program. Dr. Outtz stated that mission of the Cadet Program is to evaluate applicants for the position of firefighter more thoroughly and comprehensively prior to making selection decisions. The primary objective of the Cadet Program is to bring personnel into the Fire Department who are motivated, capable of learning, and who have a desire to serve the community. In assessing the program to date, Dr. Outtz believes it has been an unqualified success. Dr. Outtz pointed out that it was very gratifying to note that the cadets who have been successful in the program reflect the rich diversity that is the hallmark of San Francisco. In closing, he wished to thank everyone who has made the program such a success.

Commissioner Soulis commented that they became aware earlier today that Firefighter Castain, through his relationship with 24-hour fitness center, was able to obtain a donation from them to refit the gym at Oak Street and turnover \$100,000 worth of equipment there. He wondered if arrangements could be made to invite the representative from 24-hour fitness center in order that the Chief and the Commission could thank them personally.

Vice President Roff noted that the Cadet program was striking, with the results obtained to date and the type of commitment from the cadets it will become a national model for selecting qualified candidates for the fire services. He congratulated everyone involved.

Commissioner Nakajo stated that he admired the hard work and accomplishments of the trainers, and the commitment and dedication of the cadets. He had spoken with several candidates and was impressed with their enthusiasm. Commissioner Nakajo looks forward to working with the program and is proud of its accomplishments.

Captain Kochevar applauded the efforts and commitment of the volunteer instructors - firefighters in the field who volunteered their time for the program.

4. REGULAR CALENDAR - NEW BUSINESS

C) Cadet Program (Continued)

Commissioner Soulis commended the Chief for implementing the program in such a short period of time, and noted that he is very proud of the administration and everyone who is involved in the program.

Commissioner Roeca extended his congratulations to the Chief as well.

Chief Demmons wished to acknowledge, in addition to the members of the department that had already been commended, all other individuals who had met early on, envisioned such a program, and then had participated in the formation. Chief Demmons thanked the Mayor and the Commission for their support of the program.

Commissioner Nakajo inquired about the timeline for processing the 261 candidates in the cadet program. Captain Kochevar responded that the department is waiting for the list to be posted and adopted. Chief Demmons added that the target date is November 1999.

In closing, Vice President Roff also thanked everyone for the excellent presentation.

D) Public Comment

John Darmanin, private citizen, again addressed the issue of attaching letters to the minutes. Vice President Roff advised Mr. Darmanin that the issue would be taken up when the Secretary returns.

Mr. Darmanin complained that he had not received responses from the Commission to his or his wife's request for information related to safety issues. He admitted that his wife had received a response from the Commission stating that these matters are not within their technical jurisdiction and that the requests had been forwarded to the Chief of Department but he had not received a response from the department.

Vice President Roff stated that neither Mr. Darmanin's nor his wife's request is being ignored. Furthermore, none of the Commissioners or the Secretary have the knowledge to respond to the safety issues raised. Vice President Roff assured Mr. Darmanin that the issues he raised are being addressed. For example, a representative from the Mayor's Office had stated at the past Commission meeting that money would be allocated for new turnouts.

There being no further business to come before the Commission, the meeting was adjourned at 7:20 p.m.

Tania Bauer
Secretary

SAN FRANCISCO FIRE COMMISSION

RULES OF ORDER[JC1]

DRAFT

CHAPTER I – PUBLIC PARTICIPATION [JC2]

Rule 1. Open Meeting Policy[JC3]

It is the policy of the San Francisco Fire Commission to conduct all official business through open and public meetings consistent with the Ralph M. Brown Act and the San Francisco Sunshine Ordinance.

Rule 2. Public Participation Policy[JC4]

It is the policy of the San Francisco Fire Commission to encourage and permit public comment on matters within Commission jurisdiction. The President or presiding officer shall request public comment before any action is taken on items on the official agenda.

Rule 3. General Public Comment [JC5]

Each regular and special meeting of the Fire Commission shall provide an opportunity at the appropriate place on the agenda for public comment. This is an opportunity for members of the public to directly address the Commission on items of interest to the public that are within the subject matter jurisdiction of the Commission. Members of the public may address the Commission for up to three minutes. The President, or the Commission, may limit the total testimony to 30 minutes. At the conclusion of such comments, the Commission may not lawfully take action to approve or disapprove a new proposal which is not on the agenda, but may refer the proposal to a city official for review.

3.1 Speaker Identification[JC6] Speakers at full Commission meetings and at any committee meetings, may be requested, but not required, to identify themselves and fill out cards placed near the public microphone.

3.2 Subjects Addressed[JC7] Persons addressing the Commission shall confine their remarks to the agenda item or question before the Commission.

3.3 Audience Activity[JC8] Although the Commission welcomes public comment, persons in the audience shall not vocally express support or opposition to statements by Commissioners or by persons testifying. Thus applause and booing are both prohibited. Persons shall not bring signs into the chamber nor display signs in the chamber. Small signs, however, may be worn on clothing.

3.4 Comment, Not Debate [JC9] During public comment periods remarks shall be addressed to the Commission as a whole, not to individual Commission members, and not to the audience. Commission members shall not enter into debate or discussion with public speakers during public comment. The President may request a city official to investigate an issue raised and later report to a committee or to the Commission. Neither

Fire Department personnel, Commissioners or other speakers are required to respond to questions from a speaker.

3.5 Addressing The Commission^(JC10) Speakers must speak from the Clerk's table or podium and speak clearly into the microphone. The Commission will not tolerate disruptive or inappropriate conduct. Speakers who use profanity or who engage in yelling, screaming, name-calling, or other disruptive or inappropriate behavior will be ordered to cease any such conduct and may be required to leave the meeting room. The President or Presiding Officer shall order removed from the meeting room any person who commits the following acts^(JC11):

3.5.1 Disorderly, contemptuous or insolent behavior toward the Commission or any member thereof, tending to interrupt the due and orderly course of said meeting;

3.5.2 A breach of the peace, boisterous conduct or violent disturbance, tending to interrupt the due and orderly course of said meeting;

3.5.3 Disobedience of any lawful order of the presiding officer, which shall include an order to be seated or to refrain from addressing the Commission;

3.5.4 Any other unlawful interference with the due and orderly course of said meeting.

Rule 4. Written Communications^(JC12)

San Franciscans are encouraged to write to the Fire Commission concerning issues within the Commission's jurisdiction as set forth in Article IV of the San Francisco Charter. When written communications addressed to the Commission are received, the Clerk shall list them at the rear of the of the next available printed agenda. Communications relating to matters pending before the Commission shall be placed in the file concerning that matter. Communications received during general public comment shall be retained in the Commission records by the Clerk.

Chapter II – Meetings Times and Organization

Rule 5. Meeting Times and Location^(JC13)

The Fire Commission shall hold regular meetings in the Commission Room at Fire Department headquarters, 698 Second Street, San Francisco, at 6:00pm on the 2nd and 4th Thursday of every month. The Commission shall not meet during the week after Thanksgiving, and shall not meet between December 24th and December 31st. Special meetings may be called at any time by the President of the Commission or by majority vote of the Commission members as specified in Section 67.6 of the Sunshine Ordinance.

Rule 6. Special Meetings and Closed Sessions^(JC14)

The Fire Commission may hold a special meeting at the call of the presiding officer or upon majority vote of the members. Special meetings may be held at the Commission Room, or at an alternate location, provided that a call and notice are provided as required by Section 67.6 of the Sunshine Ordinance. The Fire Commission may meet in closed session during a regular or special meeting only as specified in Sections 67.8 to 67.14 of the Sunshine Ordinance.

Rule 7. Commission President^[JC15]

The President shall call Commission meetings to order, preside at all meetings of the Commission and shall perform all other duties necessary or incidental to the office. The President may create such committees to perform such advisory functions as he/she shall determine, and may appoint and remove as his/her pleasure, members from such committees.

Rule 8. Commission Vice-President^[JC16]

In the absence or inability of the President to act, the Vice-President shall take the place of and perform the duties of the President.

Rule 9. Voting^[JC17]

Every official act of the Fire Commission shall be adopted by majority vote of the members present at a meeting; provided that Commission business shall be conducted only when a quorum is present. The term "quorum" shall mean a majority of the members of the Commission.

Rule 10. Order of Business

Meetings of the Fire Commission shall proceed as set forth in an official agenda issued by the Clerk of the Commission, except that the presiding officer may call items out of order for any reasonable purpose.

Rule 11. Clerk of the Commission

The Clerk of the Commission shall call the roll at each Commission meeting, call each item on the agenda, and call and record all Commission votes by member. The Clerk shall assist the presiding officer as necessary to assure that meetings are orderly. The Clerk shall maintain a file of all written communications received by the Commission.

Rule 12. Commission Agenda ^[JC18]

The Clerk of the Commission shall post an agenda before each meeting as required by Section 67 of the San Francisco Sunshine Ordinance. Each agenda shall specify the time and place of the meeting and contain a meaningful description of each item of business to be transacted or discussed.

Rules 13. Commission Actions

^[JC19]No action or discussion shall be taken on any item not appearing on the posted agenda, except that members of the Commission may respond to statements made or questions posed by persons during public comment, ask questions for clarification, or provide a reference to Fire Department staff or other resources for factual information, or request Fire Department staff to report at a subsequent meeting on an issue raised by public comment. Notwithstanding the above statement, the Commission may take action on items not appearing on the agenda under any of the following conditions:

13.1 Threats to Public Health & Safety Upon a determination by a majority vote that an accident, natural disaster or work force disruption poses a threat to public health and safety, or;

13.2 Threat of Serious Injury to the Public Interest Upon a good faith, reasonable determination by 2/3 vote of the Commission, or, if less than 2/3 of the members are present, a unanimous vote of those members present, that (A) the need to take immediate action on the item is so imperative as to threaten serious injury to the public interest if action were deferred to a subsequent special or regular meeting, or relates to a purely commendatory action, and (B) that the need for such action came to the attention of the Commission subsequent to issuance of the agenda, or;

13.3 Continued Matters The item was properly on the agenda for a prior Commission meeting occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken.

Rule 14. Minutes^(JC20)

The Clerk shall prepare minutes of each meeting and present them for approval at the following meeting. Minutes shall state the time the meeting was called to order, the names of the members attending the meeting, the roll call vote on each matter considered at the meeting, the time the Commission began and ended any closed session, a list of those members of the public who spoke on each matter if the speakers identified themselves, whether such speakers supported or opposed the matter, and the time the meeting was adjourned. Draft minutes shall be available for inspection and copying upon request no later than 10 working days after the meeting. Officially adopted minutes shall be available for inspection and copying upon request no later than 10 working days after the meeting at which the minutes are adopted.

Page: 1

[JC1] These Rules incorporate policies, rules and ideas from the standing rules of many other San Francisco Commissions, but primarily from the Police Commission (SFPC) and the Board of Supervisors (BOS), as indicated by abbreviations in these comments. Comments are explanatory notes and supplemental information designed to assist the Commission and the Clerk in understanding the Rules. These comments are not official legal interpretations.

Language taken from or paraphrasing the Sunshine Ordinance (SO) or Brown Act (BA) is also indicated by abbreviation. Paraphrasing is necessary to substitute certain terminology, *e.g.*, the term “policy body” in the Sunshine Ordinance becomes “Commission” or “Fire Commission” in these Rules; or for other grammatical purposes. Paraphrasing is also used to shorten lengthy ordinance language. Paraphrasing is never intended to change or limit the meaning of the Sunshine Ordinance or Brown Act.

Page: 1

[JC2] Section 4.104 of the San Francisco Charter provides that Commission Rules may not be adopted, amended or repeated except upon 10 day’s notice of a public hearing.

Page: 1

[JC3] BA § 54953; SO § 67.5.

Page: 1

[JC4] The term “action taken” is defined at BA §54952.6. The policy statement is from the BOS rules. In these Rules, the term is used in Rules 3 and 13 (numerous locations). NOTE: SO § 67.17(d) provides that a policy body, such as the Fire Commission, shall not abridge or prohibit public criticism of the policy, procedures, programs or services of the City, even if the criticism implicates a specific public employee, except in order to preserve time constraints as adopted in these Rules.

Page: 1

[JC5] BOS § 1.5 The three minute time limit has already been enacted by Commission Resolution. It is authorized by SO § 67.17(c) and BA § 54954.3(b). Those sections also authorize a reasonable rule limiting the overall time for public comments.

Page: 1

[JC6] BOS § 1.13

Page: 1

[JC7] BOS § 1.7

Page: 1

[JC8] BOS § 1.12

Page: 1

[JC9] BOS § 1.14, SFPC Rule 3.2 The SO and BA further limit remarks by Commission members where the matter under discussion is not an agenda item. See Rule 13 and accompanying comments. Section 4.102(11) of the Charter empowers the Commission to hold hearings and inquire into Fire Department matters. Of course at such a hearing, properly scheduled through an agenda, Commission questions and discussion would be appropriate. The limitation on required responses is not applicable to any Commission subpoena issued under Charter § A8.343 for a disciplinary hearing. These Rules are not applicable to disciplinary hearings.

Page: 2

[JC10] SFPC Rule 3.2

Page: 2

[JC11] BOS § 6.8

Page: 2

[JC12] BOS § 1.10 Under the Board’s procedures, written communications are noted on the agenda and retained in the Board files maintained by the Clerk.

Page: 2

[JC13] BOS §§ 6.2, 6.3; SO § 67.6

Page: 2

[JC14] SO § 67.6 and BA § 54956 set forth requirements for advance notice of special meetings at regular and alternate locations. The “call and notice” called for in the SO can be an agenda issued in accordance with those requirements. The SO has stricter requirements than the BA for notice (15 days for alternate locations) and so is binding on the Commission. SO §§ 67.8 to 67.14 and BA §§ 54956.7 to 54957.8 list the reasons and requirements for closed sessions, including requirements for the agenda. The Clerk responsible for issuing the agenda must check the statutory sections applicable to the reason for the closed session. NB: Section 54956.5 of the BA provides for “emergency” meetings without public notice under certain circumstances. The SO has no such provision and these Rules omit an emergency meeting rule as well. Omission of the rule does not mean that the Commission is

prohibited from taking necessary actions in an emergency. In any emergency, as defined in the BA, the Commission should follow the one-hour notice and post-meeting notice requirements of the BA to the maximum extent possible.

Page: 3

[JC15] SFPC § 2.11 No provision is made for election of officers, as with other City commissions, because the Mayor, acting under Charter § 4.108 appoints the President, Vice-President and members of the Fire Commission. The Charter does not require this procedure, however. In the future the Commission may consider amending these rules to provide for election of officers.

Page: 3

[JC16] SFPC § 2.12

Page: 3

[JC17] SFPC §§ 2.8, 2.9, 2.10 Note that a supermajority or unanimity may be required under Rule 13 to take action on items not on the agenda. The definition of quorum appears at Section 4.104 of the San Francisco Charter.

Page: 3

[JC18] SO § 67.7 Under these Rules, as under the Brown Act and Sunshine Ordinance, the agenda limits the official actions that may be taken by the Commission. Actions taken by the Commission must be preceded by clear public notice through issuance of the agenda. Official actions are those matters on which a Commission vote is recorded. Each such vote must be preceded by an opportunity for public comment. BA § 54954.2 requires a "brief general description" that generally need not exceed 20 words.

Page: 3

[JC19] SO § 67.7(d); BA § 54954.2((a), (b). Exceptions to Rule that the agenda limits the Commission's range of actions are taken directly from the referenced laws.

Page: 4

[JC20] SO § 67.18; The requirements are taken directly from the referenced laws. Note that BA § 54957.5(c) provides that statute does not prevent a local agency for charging a fee for copies of public records. The Fire Commission may charge only those fees authorized by the Sunshine Ordinance § 67.28 – one cent per page, or ten cents per page for documents assembled and copied to the order of the requester.

128/99

JOURNAL OF PROCEEDINGS(MINUTES)FIRE COMMISSION

Regular Meeting - Thursday - ~~October~~ 28, 1999 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Ted N. Soulis

Commissioner Russell S. Roeca was excused because of illness.

Harold E. Gamble
Patrick W. White

- Acting Chief of Department
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joseph C. Asaro
Gary P. Massetani

- Management Services
- Division of Airports
- Division of Training
- Fire Prevention (Acting)

Chief Officer - Staff:

Marshal Isaacs, M.D.

- Emergency Medical Services

Chief Officers - Firefighting Services:

Paul J. Tabacco
Frank Cercos, III
Robert G. Boudoures

- Division 1
- Division 2
- Division 3 (Acting)

DOCUMENTS DEPT.

NOV 19 1999

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2. Approval of the minutes of the Regular Meeting of September 23, 1999.

Commissioner Soulis moved and Commissioner Nakajo seconded.

Mr. Darmanin, private citizen, reiterated his request that his and retired Chief Citron's letters be attached to the minutes. The Secretary again advised Mr. Darmanin that it is impossible to attach anything to minutes that have not yet been produced. She further explained that the minutes before the Commission are a draft only until approved. At that point, the Commission may amend them by attaching a document or letter. The Secretary again confirmed that the August 12, 1999, minutes were amended and the three letters attached.

Mr. Darmanin insisted that there had not been further distribution of the Minutes of August 12, 1999, with the three attached letters. The Secretary confirmed this and noted that it was not normal procedure. Mr. Darmanin again requested that the letters be attached to the minutes of the current meeting. The Secretary reiterated that that was not possible but suggested that the amended Minutes of August 12, 1999, be distributed with the next mailing. The Commission agreed to this resolution to the matter.

There were no further questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "M" with the exception of "F") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. President Fernandez-Pifer, at the request of John Darmanin, private citizen, directed that Item "F" be removed from the Consent Calendar.

A) Retirement

Communication received from Retirement Board indicating the following member has retired:

		<u>Retirement Date</u>
Cobo, Matias P.	H30 Captain	Service Oct. 10, 1999

(Note: Retirement Certificate will be presented at
a Fire Commission meeting of during December, 1999)

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during September, 1999.

C) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during September, 1999..

D) Transfer of Function

Reporting the transfer of Permanent 2532 Paramedic Norman W. Rooker (per settlement agreement) from the Department of Public Health, effective July 1, 1997.

E) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - FEBRUARY 20, 1998

H1 Fire Rescue Paramedic

Stuart E. Beach
(vice: 2532 Paramedic,
per settlement agreement)

Norman W. Rooker
(vice: 2532 Paramedic,
per settlement agreement)

3. CONSENT CALENDAR

F) Permanent Exempt Appointment (Removed from Consent Calendar)

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - OCTOBER 11, 1999

1023 IS Administrator III

Leon K. Wong
(vice: 1022 TX'd)

I) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - OCTOBER 22, 1999

1220 Payroll Clerk

Sheila Reid

J) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Ambulance 38 Drv: FF Alberto Pedruco	99-0-047	08-15-99	709	C	File
Cause: Amb 38, while proceeding to an incident with red lights and siren, slowed down, then crossed the intersection against a flashing red light and struck a civilian vehicle which failed to heed Amb 38's siren					
Hosetender 48 Off: Lt. John Melanephy	99-0-048	08-16-99	600	A	File
Cause: Misjudged clearance - HT 48, while backing up for fuel, struck a post; no guides were posted					
Medic 7 Drv: FR Paramedic Simon Pang	99-0-049	08-20-99	734	A	File
Cause: Misjudged clearance - Medic 7, while responding, struck the rear bumper of a double-parked van					

3. CONSENT CALENDAR

J) Accidents (Continued)

Engine 13	99-0-050	08-26-99	524	B	File
Off: T/Lt. Edward Chu;	Drv: FF Philip Lee				
Cause:	Hit and run - Eng 13 was parked at an incident, and a motor home struck Eng 13's right rear view mirror; motor home did not stop				
B.F.P.	99-09-51	08-27-99	110	B	Bill
Drv: Inspector John Piombo					
Cause:	BFP vehicle, while pulling out of a parking space, was struck by a civilian vehicle				
Truck 1	99-0-052	08-30-99	624	B	File
Off: T/Capt. Michael Ebert;	Drv: FF John C. Murphy;	Tlr: FF Anthony Martinez			
Cause:	Trk 1, while parked at an incident, was grazed by a Golden Gate Transit bus attempting to maneuver around Trk 1				
Engine 28	99-0-053	08-31-99	597	A	File
Off: Lt. Daniel Curran;	Drv: FF John Choy				
Cause:	Misjudged clearance - Eng 28, while pulling away from a low-pressure fire hydrant, grazed an illegally parked vehicle				
Rescue 2	99-0-054	08-31-99	881	A	File
Off: Lt. Reid Sheridan;	Drv: FF Jose Zalba				
Cause:	Misjudged clearance - Res 2, while backing into quarters from across the street, struck a post; guides were posted				
Engine 22	99-0-055	09-02-99	504	A	File
Off: Lt. Rudy Castellanos;	Drv: PX Patricia Flood				
Cause:	Misjudged clearance - Eng 22, while positioning for a drill at the Division of Training, struck a steel pipe at the gate; guides were not posted				
Engine 33	99-0-056	09-03-99	527	C	File
Off: Lt. Michael Rolovich;	Drv: FF Donald Peoples				
Cause:	Misjudged clearance - While Eng 33 was exiting quarters, the remote control was activated too soon causing the apparatus door to hit Eng 33				
Medic 3	99-0-057	09-07-99	735	B	Bill
Drv: FF/Paramedic Oscar Cabrera					
Cause:	Sideswiped - Medic 3 was responding with red lights and siren, and was sideswiped by a civilian vehicle merging into Medic 3's lane				

3. CONSENT CALENDAR

J) Accidents (Continued)

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

K) Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for September, 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/Category/Unit</u>	<u>Date of Accident</u>
Jerald Grainger	\$2,315.72/\$ 220.00	98-9-055 (C) Trk 8	09-18-98
Katherine McNally	3,158.19/2,065.30	98-9-139 (A) Res 2	01-22-99
Perry Jung	183.33	98-9-156 (A) Trk 7	02-13-99
Manuel Quiogue	2,085.75	98-9-177 (C) Eng 13	03-20-99
Tamara Wightman	17,227.26/ 4,045.84	98-9-186 (A) Trk 5	04-15-99
Pedro Guaman	773.33	98-9-216 (A) Eng 29	05-11-99
Andy Ngai	1,237.77	98-9-244 (A) Eng 36	06-22-99
Les Schmidt	1,258.28	99-0-010 (A) Eng 8	07-06-99
Adrian Bravo	1,069.65	99-0-025 (A) Eng 20	07-31-99
Marie Salvi	763.93	property damage	06-28-99
Jazmin Espiritu	3,900.00/ 3,500.00	property damage	07-04-99

3. CONSENT CALENDAR

L) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, September 18 through October 1, 1999.

M) Temporary Appointments

Reporting having made 360 temporary appointments September 18 through October 1, 1999.

Vice President Roff moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "M" with the exception of "F" on the Consent Calendar were approved or ordered filed as appropriate.

(Note: Due to technical circumstances related to the new computer installation the Temporary Appointment Report was not available)

F) Permanent Exempt Appointment (Item Removed)

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - OCTOBER 11, 1999

1023 IS Administrator III

Leon K. Wong
(vice: 1022 TX'd)

No discussion was held and the item was continued to the meeting of November 10, 1999.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted ten letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Dear Chief Demmons

September 30, 1999

On September 14, 1999, I was involved in a minor automobile accident in front of Masonic Auditorium at 8:00 a.m. Your paramedics were tremendous, both professional and extremely concerned persons. At all times, I felt that I was in good hands. Fortunately, the mishap was minor and I was in excellent health. I appreciate the professionalism of your department, and am I proud as a San Franciscan of the care and concern that speaks so well of your department. Thank you,

/s/ STEPHEN B. RUBEN
650 California Street, 25th floor
San Francisco, CA 94108

* * * * *

Dear Chief Demmons:

October 1, 1999

Re: Incident No. 73529 - Margaret Amelia McDonald

I would personally like to thank the firefighters and paramedics who responded to an accident my daughter was involved in on September 9th. Thankfully she was fine. What I recall though is how kind these individuals were to her. It really has helped her recover. I think we as part of the general public forget and take for granted how hard you work, and how difficult such situations might be. As a parent, I am so thankful that they were there with her. Please extend my heartfelt thanks to these individuals:

Medic 36 - Paramedic Frank McMahan
- Paramedic Scott Eberhart
Engine 23 - Firefighter Helen Aquio-Kieffer

Regards and God Bless

/s/ SANDRA PILON
1355 - 20th Avenue
San Francisco, CA 94122

Note: The following eight additional
typed letters of commendation are
included as part of Item 4.A)



R I C H M O N D F E R R Y

Red and White Ferries

12 October 1999

Chief Robert L. Demmons
698-2nd Street
San Francisco, Ca. 94107

Dear Chief Demmons,

On behalf of the Red and White Fleet, I want to thank you and the members of your department in recognizing the historic trip of the Royal Prince on 29 September, 1999, marking the inaugural ceremonies that opened the ferry route that joined Richmond and San Francisco on our wonderful San Francisco Bay.

As always, the professional members of the Port Fire Department performed exceptionally and the waterspray they provided emphasized the significance of the occasion and delighted all on board the Royal Prince. For those of us in the Passenger Vessel business, it is a comfort to know these professional members of the Port Fire Department stand ready to assist whether it be an inaugural event or a more serious situation.

Please pass our thanks to the Port Fire Marshall, Ken Cereghino and the members of the crew that escorted the Royal Prince. It was truly an historic occasion for both cities.

Sincerely,


Jim Reed,
Vice President, Operations

CALIFORNIA WINE CLASSIC

Crohn's & Colitis Foundation
of America, Inc.

October 12, 1999

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

The Greater Bay Area Chapter of CCFA thanks the San Francisco Fire Department for providing a First Aid facility at our October 3, 1999 California Wine Classic at the Palace of Fine Arts. Attendance and income from this year's event exceeded expectations!


It offers our staff and attendees peace of mind to have skilled personnel available for minor medical needs. You, Lt. Juarez and Firefighter Hiro Yamamoto helped greatly to support an important program, which benefits basic and biomedical research, public and professional education and supportive services for patients and their families.

Thank you for your generosity.

Sincerely,



Phyllis Rizzi
California Wine Classic Coordinator



Rachel R. Isip
Development Coordinator

CCFA is a 501(c)(3) organization
Federal Tax I.D. #13-6193105

cc: Lt. Fernando Juarez (fax)

Greater Bay Area Chapter: 1730 S. Amphlett Blvd., Ste. 230, San Mateo, CA 94402
Tel: (650) 578-6590 (800) 241-0758 FAX (650) 578-6599

Serving people with Crohn's disease and ulcerative colitis

July 22, 1999

Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

RECEIVED

JUL 26 1999
MAYOR'S OFFICE

Dear Chief Demmons:

By way of introduction, my name is Herschell Harnden. My previous experience with the San Francisco Fire Department (SFFD) has been pretty much what you would expect... I have seen them fighting fires and responding to emergencies around the city and on the news.

Yesterday, July 21, however, after a bit of strenuous exercise, I found myself completely out of breath and sweating uncontrollably. I have never experienced any serious breathing problems, and as my apprehensions that the worst was happening increased, my breath got shorter and shorter. I called 911.

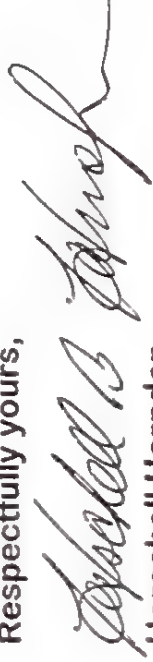
Within five minutes or so, a fire truck and paramedic team was at my house. The quick response and high professionalism these men and women exhibited left a mark on me that I will never forget. I have always thought that I was just an average guy in the world and no big deal, but these fine men and women made it very clear by their actions that my welfare was very important to them. The care, compassion, and attention I was given in what, to me, was a scary situation was nothing short of the best.

In spite of this letter, I must tell you that there are no words to describe the admiration, respect, and gratitude I have for everyone from the 911 operator to the paramedics who checked me out.

As it turned out, I had hyperventilated; and, after my fears were allayed, I was fine. Never for a moment did these fine people trivialize my problem or make me feel as if I had been wasting their time. I can only conclude that this is a direct reflection on you and your staff, and the care with which you select and hire these people. Simply put, they are remarkable individuals.

For myself, I have only my gratitude and undying respect for all of you. Again, I thank you.

Respectfully yours,


Herschell Harnden

cc: Mayor Willie Brown ✓



The GLEN PARK ASSOCIATION

October 5, 1999

Chief Robert Demmons
San Francisco Fire Department Hdqtrs.
698 Second Street
San Francisco, CA 94107

and

Ken Chin, Public Education Coordinator
San Francisco Fire Department
698 Second Street, Room 109
San Francisco, CA 94107

Dear Chief Demmons,

This is just a letter to thank you for your department's participation in the annual Glen Park Festival. Ken Chin was there representing the Fire Department with a van and literature and displays about fire prevention, evacuation planning, and other useful information. It was great having information geared to different age levels, and your outreach van was popular with parents and people looking for information for their businesses or schools.

Thanks a lot, and we hope you can participate again next year!

Sincerely,

Mark Hall
Glen Park Library Manager / Glen Park Festival Volunteer



LATCH & SO CHIROPRACTIC OFFICE

A Professional Corporation

1237 Van Ness Avenue, Suite 300, San Francisco, California 94109, (415) 775-4204

Dear Chief Robert Demmons,

A hearty thanks for your donation to Kids Day America/International™. Our purpose was to educate children and inform parents of the health, safety and environmental issues affecting our community. With your help, we feel we were very successful in reaching this goal!

We had over 250 new friends and neighbors attend the event and we were able to provide Child ID cards for more than 200 children! The cooperation we received within the community was overwhelming. It was wonderful to see everyone come together for the benefit of our children!

Enclosed is a copy of our flyer on which we were able to acknowledge your participation and allow the whole community to realize your commitment to children!

Yours in health,

Latch and So Chiropractic

September 30, 1999

Chief of the Department
698 Second Street
San Francisco, CA 94107

Attention: Chief Robert Emmons

Dear Sir:

Sometimes in life the efforts of good people are somehow hidden from the view of all but those who have witnessed the deed. So as to avoid having our experience of 13 September, 1999 falling into that category this letter is submitted.

At approximately 2115 hours on the aforementioned date we were traveling south on U.S. 101, just a few hundred yards south of the Army Street on-ramp, when the electrical power of our Pathfinder failed. So there we were, no engine, no lights -no nothing in the middle lane of some rapidly moving traffic. I turned off all electrical equipment and turned on the Hazard Lights. (They bearily blinked). We both sat there waiting for the immanent crash. However, within a very few minutes an emergency vehicle pulled in behind us with lights blinking. It was S.F.F.D. Medivac # 43. We were both escorted from our vehicle and allowed to wait in safety in their ambulance while they contacted CHP. In a very short while CHP came and pushed us to the safety of the shoulder and a Call Box from where we were ultimately towed to a repair facility.

Although we were unable to obtain the names of the two Gentlemen who so unselfishly came to our rescue we are sure they will be identified by their unit designation. We just wish to let them know how much we appreciate the professionalism they displayed in coming to our aid. After all, they did expose themselves to serious hazard by shielding us from some mighty furious traffic. Great job guys. You are a real credit to the S. F.F.D.

Sincerely,

H. R. Scott

H.R.Scott

V.L. Scott

H. R. Scott

Mr. Howard R. Scott
122 Hillcrest Rd.
San Carlos, CA 94070



Date: October 2, 1999

FROM: Priolo, Robert J., 3156PR, Tour 12 Medic 17

TO: Chief of the Department

SUBJECT: Commendation on a job well done

REFERENCE: Incident #76508

ENCLOSURE:



1. On September 19, 1999, Medic 18 responded to the residence of my 93 year old great aunt who lives in the Sunset District of San Francisco.
2. At this time I would personally like to thank Paramedics N. Rooker and P. Piancone for their excellent care and judgement as it pertained to my aunt.
3. She had taken a fall and suffered a non suturable laceration on her head. She does hate to go the doctor but listened intently to my cohorts of Medic 18.
4. She takes the medication coumadin so any little scratch can appear a lot worse than it is.
5. Because of their suggestions she did exactly what she was told and saw her private physician the following day without incident.
6. I know we have competent and professional medics working and rendering care for the SFFD. However, when it is a close relative, it is very comforting to know they will receive that care no matter what the circumstances.
7. This crew of Medic 18 did a fantastic job in proving this point once again

Respectfully submitted,

Robert J. Priolo, 3156 PR, H-1, MEDIC 17

DATE 10-3-99
 Contents 3 Noted
 A. K. K. K.

Signature

CONTENTS NOTED

CONTENTS NOTED
 RATTALION CHIEF DISTRICT NO 10

Office of
ISIAH TURNER
City Manager



September 30, 1999

Chief Robert Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:


On behalf of the City of Richmond Fire Department and Office of Emergency Services, I would like to take this opportunity to thank you and Lt. Greg Owyang of the N.E.R.T. program for permitting Lt. Dick Lauer to be the guest speaker at our R.E.A.C.T. Train the Trainer Course on August 20, 1999 at the Chevron Richmond Refinery and share success stories of San Francisco's N.E.R.T. program.

This course was very important to the City of Richmond community. As you know sixteen of our "Top Gun" trainers (fire fighters) met at the Rod N Gun Club, and were re-inspired to go out another year to train our businesses and community how to survive any disaster. The entire day was a success, thank you for your support and for Lt. Lauer's motivational presentation.

As you know, R.E.A.C.T. training (similar to N.E.R.T.) is vital to our community as it empowers them with the knowledge and training necessary to survive the first critical 72 hours after a disaster. We teach team development, earthquake preparedness, emergency warning systems, fire suppression, utility control, disaster medical, damage assessment, light search and rescue, hazardous materials, and communication.

Again, I thank you for your support of the City of Richmond in preparing our communities for any type of disaster. This public partnership helps the city's ability to restore critical services more efficiently. The City can proceed with the City's recovery processes more effectively when we know that our community is capable of surviving on their own during the first critical 72 hours.

Sincerely,


Isiah Turner, City Manager

cc: Lt. Dick Lauer, San Francisco Fire Department
Lt. Greg Owyang, N.E.R.T. Program, San Francisco Fire Department
Joseph Robinson, Interim Fire Chief, Richmond Fire Department
Kathryn G. Aguirre, C.E.M., Emergency Services Coordinator, R.F.D.

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for September, 1999.

- a. There are (12) unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>August</u>	<u>September</u>
Vacation : Annual		
IDV		
Compensatory Time		
Sick Leave		
Disability		
Military Leave		
Light Duty		
Other		
Total		

No figures available due to new computer installation

- c. The following Work on Days Off (Overtime) were awarded during the month of September:

0 - H50	Assistant Chiefs,	for 24 hours
7 - H40	Battalion Chiefs,	for 24 hours
18 - H30	Captains	, for 24 hours
56 - H20	Lieutenants	, for 24 hours
23 - H10	Chief's Aides	, for 24 hours
11 - H3	FF/Paramedics	, for 24 hours
235 - H2	Firefighters	, for 24 hours
1 - H22	Lieutenant, BFP,	for 7 hours
2 - 6281	FSI-II'S, BFP,	for 4 hours

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

116 - Triple Combination Pumps
62 - Aerial Ladder Trucks
40 - Ambulances
21 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

5 - Triple Combination Pumps
2 - Aerial Ladder Trucks
5 - Ambulances
3 - Miscellaneous Vehicles

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

iii) The following apparatus were out of service and stored in stations or at outside vendors awaiting repairs:

- 2 - Triple Combination Pumps
- 0 - Aerial Ladder Trucks
- 1 - Ambulances
- 0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

- 6 - Triple Combination Pumps
- 5 - Aerial Ladder Trucks
- 3 - Ambulances
- 0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Soulis moved and Commissioner Nakajo seconded.

John Darmanin, private citizen, wished to know more about the report on apparatus and wondered if a copy was available to him. President Fernandez-Pifer directed the Secretary to provide Mr. Darmanin with a copy of the report. Furthermore, Mr. Darmanin was concerned with the condition of relief apparatus that is used as frontline apparatus. He cited a number of problems with apparatus, such as hose beds that are rusted through and missing SCOT air pack doors.

Vice President Roff addressed Harold Gamble, Acting Chief of Department, regarding problems with relief equipment. Chief Gamble responded that there was a period recently when the department was down to the minimum, since five engine companies had been sent on a strike team to Northern California. He was aware of the issue but the options were to either shut down the engine company or keep it in service with the apparatus as described. Mr. Darmanin wished the Commission to know that he believed that there were also problems with Engine 32, Engine 31 and Engine 5.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

4. REGULAR CALENDAR - NEW BUSINESS

C) Retirement Certificates

Reporting Awards of Honorable Service to the following members:

	Type of Retirement	Years of Service	Date of Retirement
Captain Thomas P. Ryan	Service	33	Jul. 07, 1999
Captain Richard E. Armstrong	Service	25	Jun. 05, 1999

The Secretary informed the Commission that none of the retirees were present to receive the retirement certificate. President Fernandez-Pifer instructed the Secretary to mail the certificates to the retirees.

D) Review and discussion of the proposed Rules of Order for the San Francisco Fire Commission (Continued from Meetings of 09-23-99 & 10-14-99)

John Cooper, Deputy City Attorney, stated that as a result of the presentation at the last Commission meeting, he had made three changes to the draft rules. The first one was changing the term "Clerk" to "Secretary". The second change dealt with allowing letters of commendation to be attached to the minutes allowing the Commission to follow the same policy it has followed in the past.

The final change is in Rule 9, which paraphrases the language of Section 4.104 of the Charter. Mr. Cooper wished to emphasize the difference between a quorum and the number of members who can vote on a matter and pass a matter before the Commission. He explained that a quorum is a majority of the Commissioners, but the Commission can only act when a majority of the Commissioners on the Commission, not a majority of the Commissioners present, take action. The exception to this is action taken on procedural matters. Mr. Cooper provided the following example: When there are five or four Commissioners present at a meeting, a quorum exists and any three Commissioners can pass a measure into action. But when there are only three Commissioners present, there must be a unanimous vote. If any two Commissioners vote for an item and the third Commissioner votes against it, that measure will not pass because a majority of the members of the Commission have not passed the item. Mr. Cooper asked for the *Rules of Order* to be placed on the agenda for adoption, allowing for a posting to the public ten days prior to adoption.

John Darmanin, private citizen, wished clarification on Rule 9, which Mr. Cooper provided. Mr. Darmanin was also concerned that Commissioners and the public accept the rules as minimum requirements and not as maximum limits. He explained that if the Commission so desires, it could allow someone to speak more than three minutes under public comment. He hoped that the Rules did not mean that the Commission must adhere to the three minute rule.

Vice President Roff moved to place the Rules of Order on the agenda of the November 10, 1999, meeting, after ten days of public notice. Commissioner Nakajo seconded. The motion was unanimously approved.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment

Al McDonnell, concerned citizen and retired Navy Commander, stated that he lived at 1749 9th Avenue, and that on April 15th, upon his return home, his house and the house next door had burnt down due to the inexperience and incompetence of the San Francisco Fire Department.

Mr. McDonnell stated that had over 20 years of fire fighting experience - aviation, structural, and shipboard. He related that when he arrived at his house, some 30 minutes after the fire started, he noticed a lack of leadership and a great deal of incompetence, with people just standing around.

Mr. McDonnell and his wife strongly believe that experience and expertise should be the basis for promotion and that the Fire Department should not be the place for preferential treatment to balance ethnic and gender concerns when safety is of utmost importance. Furthermore, he believes rookie crews should not be assigned to residential districts and resents that their houses were used as training exercises. The citizens of the residential areas of the city deserve the same consideration as the downtown areas in relation to expertise and leadership.

In closing, Mr. McDonnell directed his comments to the Fire Department, acknowledging that fire fighting is a dangerous occupation, as he can attest to from his own experience. But after coming home, seeing his house on fire and no one doing anything about it, he no longer harbors the same feeling of trust for the San Francisco Fire Department, and considers rebuilding their home elsewhere.

John Darmanin, private citizen, reiterated his concern regarding safety equipment for firefighters. He hoped the department was not putting dollars and cents before safety. Mr. Darmanin hoped that this matter was under consideration and hoped that there would be more communication regarding progress.

Mr. Darmanin wished to address the matter of the Chief of Department's 5% merit pay, which occurred a number of months ago and was handled in closed session. Mr. Darmanin wondered why the Deputy Chiefs did not receive a merit pay increase since they do as much work as the Chief.

Chief Gamble responded that Mr. Darmanin was mistaken. Deputy Chiefs and some Assistant Deputy Chiefs were awarded merit pay increases for FY 1998-99, but the increases have not been received yet. Mr. Darmanin wondered if that matter was also a Commission decision. Chief Gamble responded that it has been the policy of the department that after the Chief of Department is awarded a merit pay increase, he in turn approves merit increases for other officers, as appropriate.

Vice president Roff wished to inform Mr. Darmanin that the Commission has asked for a complete report from the Department regarding safety issues confronting the Department and has requested that the report be submitted to the Commission at its meeting of November 23, 1999.

4) REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

Mr. Darmanin referred to a letter his wife had sent to the Commission requesting answers on infection control procedures and OSHA violations. He understood that his letter was forwarded to the Chief of Department since the Commission does not have the technical expertise to respond. To date, his wife has not received the courtesy of a reply.

There being no further business to come before the Commission, the meeting was adjourned at 7:05 p.m.

Tania Bauer
Secretary

11/10/99
Special
canceled

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

San Francisco, California

November 10, 1999

The Special Meeting scheduled for 6:00 p.m.

on this date has been cancelled.

Tania Bauer
Secretary

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FIRE COMMISSION

City & County of San Francisco

Rosemarie Fernandez-Pifer, *President*
Hadley Roff, *Vice President*
Stephen Nakajo, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*



698 Second Street
San Francisco, CA 94107-2015
Telephone 415.558.3451
Fax 415. 558.3413
Tania Bauer, *Secretary*

No. 99-29

MINUTES OF THE FIRE COMMISSION

Special Meeting - Tuesday - November 23, 1999 - 6:00 p.m.
698 Second Street - Room 102

Item
No.

1. On Roll Call, the following were noted present:

Vice President Hadley R. Roff
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer and Commissioner Stephen A. Nakajo were excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White

Chief of Department
Deputy Chief, Operations
Deputy Chief, Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos
Ray Balzarini
Joseph C. Asaro
Ozell Austin
Gary P. Massetani

Management Services
Division of Airports
Division of Training
Support Services (Acting)
Fire Prevention (Acting)

Chief Officer - Staff:

Marshall Isaacs, M.D.

Emergency Medical Services

Chief Officers - Firefighting Services:

James M. Tracey
George W. Maloney
James C. Ferry

Division 1
Division 2
Division 3

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San Francisco Fire Commission

DISABILITY ACCESS

The Fire Commission regularly meets at Fire Department Headquarters, Room 102, 698 Second Street.

The Fire Commission meeting room is wheelchair accessible. The closest accessible MUNI lines serving this location: 15 Third, 42 Downtown Loop, and N Judah (Second and King). Additional lines serving this location are the 30 Stockton and 45 Union. For more information about MUNI accessible services, call (415) 923-6142.

The following services are available on request 48 hours prior to the meeting: (1) American sign language interpreters; (2) use of readers, (3) sound enhancement system, and (4) alternative formats of the agenda and minutes. Please contact Tania Bauer, Secretary, Fire Commission, at (415) 558-3451 to make arrangements. Late requests will be honored, if possible.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required to register and report lobbying activity (San Francisco Lobbyist Ordinance – San Francisco Administrative Code Section 16.520 – 16.534). For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102; (415) 554-9510, FAX (415) 554-8757 or at <http://www.ci.sf.ca.us/ethics/>.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For more information on your rights under the Sunshine Ordinance (Chapter 67, San Francisco Administrative Code) or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force at (425) 554-6083.

2. APPROVAL OF THE MINUTES

Regular Meetings of October 14 1999, and October 28, 1999.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "L") constitute a Consent Calendar, are considered to be routine by the Fire Commission, and will be acted upon by a single roll-call vote of the Commission. There will be no separate discussion of these items unless a member of the commission or a member of the public so requests, in which event the matter shall be removed from the Consent Calendar and considered as a separate item.

A. Retirement

Amending Item 3.B, Page 2, Fire Commission Minutes August 12, 1999, to indicate that the new retirement date for Firefighter James Castro is January 8, 2000, instead of July 30, 1999, as previously reported.

B. Monthly Report – Training

Submitting monthly report from Division of Training for October 1999.

C. Monthly Report – Management Services

Submitting Monthly report from Management Services concerning activities performed during October 1999

D. Provisional Appointments

Reporting the following PROVISIONAL appointment:

EFFECTIVE DATE – September 27, 1999

H30 Captain

James J. O'Connor

(vice: John Ronan, retired)

EFFECTIVE DATE – October 5, 1999

H20 Lieutenant

Albert R. Gughmetti

(vice: Rod Isquierdo, appointed Provisional H30 Captain)

Richard Pogre

(vice: James O'Connor, appointed Provisional H30 Captain)

Patricia Yuen

(vice: Mark Donnelly, appointed Provisional H30 Captain)

E. Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE – OCTOBER 7, 1999

H33 Fire Paramedic Captain

Michael Whooley (vice: TX'd from 2534)	James Strain (vice: TX'd from 2534)
Cordia Sorrells (vice: TX'd from 2534)	John Cavanaugh (vice: TX'd from 2534)
George Dreaper (vice: TX'd from 2534)	Brett Powell (vice: TX'd from 2534)
James McCaffrey (vice: TX'd from 2534)	Ronald Louie (vice: TX'd from 2534)
Arthur Hsieh (vice: TX'd from 2534)	Russell McCallion (vice: TX'd from 2534)
Nancy Nowicki (vice: TX'd from 2534)	Robert Navarro (vice: TX'd from 2534)
James Fazackerley (vice: TX'd from 2534)	Jeffrey Myers (vice: TX'd from 2534)
Perry Saxton (vice: TX'd from 2534)	Jane Smith (vice: TX'd from 2534)
Philip Harvey (vice: TX'd from 2534)	Ehrhardt Groothoff (vice: TX'd from 2534)
Edward Sawicki, Jr. (vice: TX'd from 2534)	Sebastian Wong (vice: TX'd from 2534)

F Resignation

Submitting resignation of 2532 Paramedic Colleen M. Donzelli, effective close of business, November 30, 1999. (Resigned with satisfactory services. Transferred from DPH 07-01-97.)

G. Separation from Service

Reporting separation of Provisional 7514 General Laborer Stephen George, effective close of business, November 12, 1999.

H. Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Inspector Priscilla Gates, Bureau of Fire Prevention, for five days, November 1 through November 5, 1999, in order to attend the Fire Prevention 2C class presented by the Industrial Emergency Council in San Jose, California. All expenses will be paid by Inspector Gates. She will not be replaced.

Inspector Michael Estebez, Bureau of Fire Prevention, for five consecutive Wednesdays during the period September 15 through October 13, 1999, in order to attend the Fire Investigation 1A class at City College in San Francisco. All expenses will be paid by Inspector Estebez. He will not be replaced.

Inspector Clifton Hong, Bureau of Fire Prevention, for five consecutive Wednesdays during the period September 15 through October 13, 1999, in order to attend the Fire Investigation 1A class at City College in San Francisco. All expenses will be paid by Inspector Hong. He will not be replaced.

I. Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

Accident <u>No.</u>	<u>Date</u>	Serial <u>No.</u>	<u>Category</u>	<u>Recommendation</u>
Medic 41 Drv: FR Paramedic Andy Zano	99-0-058 09-12-99	726	C	File
Cause: Misjudged clearance – Medic 41 was responding and while turning against oncoming traffic on Kearny Street, struck a civilian vehicle				
Truck 19 Off: T/Capt. George Artemoff; Drv: FF Carl Barnes; Tlr: FF Ronald Perez	99-0-059 09-12-99	612	A	File
Cause: Misjudged clearance – Trk 19, while exiting D.O.T., struck an illegally parked car				
Engine 28 Off: Lt. Daniel Curran; Drv: FF Stephen Harper	99-0-060 09-15-99	597	A	File
Cause: Misjudged clearance – Eng 28, while attempting to park, clipped the side of a parked vehicle				
Engine 16 Off: Lt. Rudolph Erler; Drv: FF Gilbert Jacobs	99-0-061 09-16-99	533	B	File
Cause: Eng 16, while parked at an incident, was struck by a limousine making left turn				
Medic 3 Drv: FR Paramedic Niels Tangherlini	99-0-062 09-17-99	735	A	File
Cause: Misjudged clearance – Medic 3, while transporting a patient and attempting to pass, struck a civilian vehicle				
Ambulance 83 Drv: Paramedic James Green	99-0-063 09-18-99		B	File
Cause: Hit and run – Amb 38, while attempting to make a right turn, was struck by a civilian vehicle which stopped and then left scene				

Engine 15 99-0-064 09-19-99 594 A File
Off: Lt. Steven Wiessler; Drv: FF Alan Hunt

Cause: Misjudged clearance – Eng 15, while responding to an incident, struck the bumper of an illegally parked car

B.F.P. 99-0-065 09-20-99 026 B File
Drv: Inspector Mary Boucher

Cause: BFP vehicle, while pulling out of a parking space, was struck by a civilian vehicle failing to yield the right of way

Com. Center 99-0-066 09-22-99 305 B File
Off: B/C Douglas Goodin

Cause: Rear end - Department vehicle, while stopped at a stop light, was rear ended by a civilian vehicle

Engine 3 99-0-067 09-23-99 530 C File
Off: T/Lt. Dean Crispen; Drv: FF Robert Muniz

Cause: Misjudged clearance – Eng 3, while responding and making right turn, struck a civilian vehicle

Engine 2 99-0-068 09-26-99 529 C File
Off: Lt. John Hickey; Drv: FF Peter Gallagher

Cause: Eng 2, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and struck a civilian vehicle which failed to heed Eng 2's siren

Truck 14 99-0-069 09-27-99 611 A File
Off: Lt. John McAlister; Drv: FF Robert Barbara; Tir: FF Cecilia Jiang

Cause: Misjudged clearance – Trk 14, while exiting quarters in response to an incident, scraped the side of the station

ResAmb 38 99-0-070 09-28-99 710 A File
Drv: FF Aaron Stevenson

Cause: Misjudged clearance – ResAmb 38, while backing into quarters, struck apparatus door

Engine 32 99-0-071 09-29-99 584 A File
Off: T/Capt. Matthew Plescia; Drv: FF Natalie Hernandez

Cause: Misjudged clearance – Eng 32, while backing up, struck the right rear of a parked vehicle; guides were posted

Rescue 2	99-0-072	10-01-99	881	A	File
Off: Lt. William Bartels; Drv: FF Stanley Lee					

Cause: Misjudged clearance – Res 2, while backing up at SFGH, struck ambulance bay overhang

Medic 1	99-0-073	10-02-99	732	B	File
Drv: FR Paramedic James Ward					

Cause: While Medic 1 was entering Pacific Medical Center, the overhead door in delivery bay malfunctioned and struck the roof and light bar of Medic 1

Engine 13	99-0-074	10-04-99	524	A	File
Off: Lt. Richard Allen; Drv: FF Philip Lee					

Cause: Misjudged clearance – While backing into quarters, Eng 13 struck stanchion; guides were posted

Engine 1	99-0-075	10-05-99	513	C	File
Off: Lt. Bernne Wangara; Drv: FF John Sikora					

Cause: While stopped at an incident, driver did not secure brake properly causing Eng 1 to roll backwards and strike a civilian vehicle

Medic 9	99-0-076	10-11-99		A	File
Drv: FR Paramedic Debra Tanis					

Cause: Misjudged clearance – Medic 9, while backing out of an emergency driveway, struck the bumper of a police car

Engine 43	99-0-077	10-12-99	505	B	Bill
Off: Lt. Henry Jebe; Drv: FF Daniel Jacobsmeyer					

Cause: Eng 43, while repositioning at an incident, was struck in the left front by a civilian vehicle

Medic 28	99-0-078	10-15-99	722	B	Bill
Drv: FR Paramedic Martin Spalka					

Cause: Medic 28, while turning into Station 2, was struck by a civilian vehicle which was backing up

Engine 41	99-0-079	10-18-99	583	C	File
Off: Lt. James Blake; Drv: FF Charles Baker					

Cause: Eng 2, while proceeding to an incident with red lights and siren, failed to come to a complete stop before crossing the intersection against a red light, and struck an ice cream truck

Medic 12	99-0-080	10-19-99	731	A	File
Drv:	FR Paramedic Simon Pang				

Cause: Misjudged clearance – Medic 12, while maneuvering around Eng 24 at an incident, grazed the right rear step of Eng 24

EMS RC 2	99-0-081	10-22-99	915	A	File
Off:	Paramedic Captain James Strain				

Cause: EMS RC 2, while attempting to merge into traffic, lightly struck a civilian vehicle in front of RC 2

Truck 3	99-0-082	10-26-99	623	B	File
Off:	Capt. Monica Fields; Drv: FF Kevin Kelly; Tir: FF Dean Crispen				

Cause: Trk 3, while backing into quarters, was struck by the apparatus door that malfunctioned

Engine 24	99-0-083	10-29-99	576	A	File
Off:	Capt. James Connors; Drv: FF Joseph Barbero				

Cause: Misjudged clearance – Eng 24, while backing out of a driveway, struck an illegally parked vehicle

Engine 38	99-0-084	10-30-99	577	B	File
Off:	T/Lt. Bruce Navaret; Drv: FF Dana Pompeo				

Cause: Hit and run – Eng 38, while parked at the scene of a medical emergency, was struck by a civilian vehicle that did not stop

Engine 38	99-0-085	10-30-99	577	B	Bill
Off:	T/Lt. Bruce Navaret; Drv: FF Dana Pompeo				

Cause: Eng 38, while responding and making a right turn, grazed a civilian vehicle that had pulled over but was still moving forward

Truck 2	99-0-086	11-01-99	619	A	File
Off:	T/Capt. Robert Brady; Drv: FF Robert Territo; Tir:				

Cause: Trk 2 responded without a tiller operator and struck seven parked vehicles; Trk 2's safety switch had been overridden at Central Shops allowing the

apparatus to be started

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

J. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for October 1999:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
Kimberly Seymore	\$1,700.00/\$290.00	98-9-034 (A) Eng 9	08-21-99
Eric Yang	642.74/649.62	98-9-149 (A) Eng 3	02-07-99
Petcharat Petsiri	81.20	99-0-014 (A) Eng 32	07-08-99
Ted Varena	300.61	99-0-040 (A) ResAmb 13	08-14-99

K. Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, October 2 through October 15, 1999 and October 16 through October 29, 1999.

L. Temporary Appointments

Reporting having made 330 temporary appointments October 2 through October 15, 1999, and 275 temporary appointments October 16 through October 29, 1999;

Note: Due continuing technical circumstances related to the new computer installation, the Temporary Appointment Report was not available.

Commissioner Soulis moved and Commissioner Roeca seconded. There were no questions or discussion and items "A" through "L" were approved or ordered files as appropriate.

M. Permanent Exempt Appointment

(This item, 3F, was removed from the Consent Calendar of October 28, 1999)

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - October 11, 1999

1023 IS Administrator III

Leon K. Wong (vice: 1022 TX'd)

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and item "M" was approved.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitting 29 letters commending members of the department for response for assistance, emergencies or training.

Vice President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Rules of Order (Continued from meetings of 9/23/99, 10/14/99 and 10/28/99)

Commissioner Soulis moved for adoption of the *Rules of Order* for the Fire Commission and Commissioner Roeca seconded. There were no further questions or discussion and the *Rules of Order* were adopted.

Vice President Roff acknowledged the work of Deputy City Attorney John Cooper and thanked him for a job well done.

C. Swearing-In of San Francisco Fire Auxiliary Reserve Commander and Deputy Commander

Robert L. Demmons, Chief of Department, provided background information on Commander Mooney and Deputy Commander Barrett, whose career goals were to become members of the San Francisco Fire Department. Commander Mooney and Deputy Commander Barrett were duly sworn-in.

Chief Demmons acknowledged the members of the Fire Reserve present at the meeting and thanked them for their on-going support of the San Francisco Fire Department.

D. Report on Personal Protective Equipment (PPE) and other Safety-related Issues

Chief Demmons informed the Commission that temporary Assistant Deputy Chief Ozell Austin, Support Services, will be providing the report.

Assistant Deputy Chief Austin stated that his report will cover the following issues: (1) Matters related to Personal Protective Equipment; (2) Cal-OSHA Violations; (3) Status of Vehicles and Apparatus; and (4) Infection control policy for blood-borne pathogens.

Matters related to Personal Protective Equipment

Assistant Deputy Chief Austin noted that the following steps are being taken to address current Personal Protective Equipment and clothing needs: (1) Survey was conducted of 1159 field personnel and equipment needs were graded, and (2) equipment in poor or unacceptable condition was to be immediately replaced. Approximately 36% of personnel surveyed will be receiving new equipment. Orders for these have already been placed and new orders will be placed every 30 days. A database has been developed by MIS to identify, inventory and track each member's clothing status. (3) 130 of 170+ Paramedics have been issued PPE's, and (4) ambulances have been equipped with SCBA's for on-duty crews and

(5) brackets were installed for SCBA's in ambulances, others will be carried in cabinets until all brackets are installed. (6) Procedure established and implemented for cleaning, care and decontamination of safety clothing.

Cal-OSHA Violations

Assistant Deputy Chief Austin stated that a number of Cal-OSHA violations, some dating to 1997, had been mitigated and all others are being addressed at this time.

Status of Vehicles and Apparatus

Assistant Deputy Chief Austin explained that the Bureau of Equipment is responsible for maintaining the operational status of the department's equipment and vehicle fleet in concert with the City's vehicle and maintenance and repair department. The majority of the department's 250 vehicles, approximately 75%, were purchased in the 1990's; 16% were purchased in the 80's and 9% in the 70's. He added that the operational life of an Engine is 10 years front line and five years as relief, a Truck's is 15 years and 5 years respectively. Furthermore, three new Engines have arrived and two new Trucks are scheduled to arrive by the end of November. Requisitions for three Engines, one Truck, 2 vans, three ambulances, one Minipumper and ten sedans were approved for FY 1999-2000.

Infection Control Policy for Blood-borne Pathogens

Assistant Deputy Chief Austin stated that this policy was developed by the Fire Department's physician, Deborah Owen, M.D., with the assistance of Marshall Isaacs, M.D., and was issued as G.O. 99 A-55. It outlines the Fire Department's plan for effective protection against accidental on the job infection from blood-borne pathogens. Starting August 16, 1999, all field officers were to be trained and in turn train all company personnel. In addition, all battalions have a safety officer who works with the department's Health and Safety Committee to provide guidelines for safe practices at the scene of an emergency and in day-to-day operations in the stations.

Vice President Roff thanked Assistant Deputy Chief Austin for an excellent presentation and acknowledged everyone's contribution. He noted that the report confirmed that the department was concerned with resolving safety issues.

Deputy City Attorney Cooper wished to comment on safety violations and OSHA violations. He noted that many of violations that had been brought up at previous Commission meetings have actually been cleared and the remaining ones are all being addressed. Mr. Cooper believes the most important aspect to emerge from discussions of these safety-related issues is that department is now meeting regularly with OSHA to work on abatement of any remaining violations.

(A copy of Assistant Deputy Chief Austin's presentation is available from the Secretary upon request).

E. Death

Reporting with regret, the death of Lieutenant James R. McDonagh who passed away from illness on November 13, 1999.

Vice President Roff directed the Secretary to send a letter to his family expressing the Commission's sympathy. The meeting will be adjourned in respect to Lieutenant McDonagh.

Death of Mrs. Esther Hoshiko Nakajo

Vice President Roff announced that the Fire Commission has learned with regret of the death of Mrs. Esther Hoshiko Nakajo, Commissioner Stephen Nakajo's mother. Mrs. Nakajo died on November 2, 1999. The meeting will be adjourned in respect to Mrs. Nakajo.

Furthermore, Vice President Roff was just apprised of the death of Firefighter John Parent from illness. The meeting will be adjourned in respect to Firefighter John Parent.

F. Public Comment

Mark Cresci, former participant in the Cadet Program, wished to receive an explanation for his disqualification due to one missed attendance in the Cadet Program. Mr. Cresci's wedding date coincided with one class for which he had requested a schedule change but it was denied, due to no exceptions being made to the attendance requirement. Recently, Mr. Cresci learned that exceptions had been made circumventing the attendance requirement. Mr. Cresci wished to know why exceptions were made for some cadets and not for others, and what could be done to rectify his situation.

Vice President Roff responded that this is personnel matter and is not within the jurisdiction of the Commission. He suggested that the Chief of Department respond in writing to Mr. Cresci's request.

In closing, Vice President Roff complimented Chief Demmons, Marshall Isaacs, M.D. and other participants in a presentation to the Finance Committee of the Board of Supervisors regarding the merger of Emergency Medical Services into the Fire Department. Vice President Roff requested that a summary of this presentation be given at an upcoming Commission meeting.

There being no further business before the Commission, the meeting was adjourned in memory of Lieutenant McDonagh, Mrs. Esther Hoshiko Nakajo and Firefighter John Parent at 6:45 p.m.

Tania Bauer
Secretary

TIHDI

Treasure Island Homeless' Development' Initiative

October 15, 1999

Fire Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate
San Francisco, CA 94102

Dear Fire Chief Demmons,

"I feel like this new millennium is gonna mean changes for me!"

Those were the words of one of TIHDI's clients during Saturday's *HouseWarming '99* picnic on Treasure Island. Here was a formerly homeless woman, helping serve food to her neighbors, so very excited about moving to a home on Treasure Island.

There were many stories like this being shared as the newest San Francisco neighborhood was recognized in grand style by its constituents - TIHDI, The Villages, the Job Corps & Delancey Street. From Mayor Willie L. Brown, Jr. to the Blue Angels; Make-A-Circus & the Argullbarrfh Puppeteers; *Vivendo de Pao* to the art of Charles Gadeken, the day in the sun was celebrated by over 1,500 people. And you helped make this happen!

People were so generous that we not only covered the costs of the event, but also raised \$10,000 to help us provide our new tenants with towels, trivets, soap, and all the other necessities for a new household.

On behalf of the TIHDI Board of Directors, staff, member agencies, clients and volunteers, I thank you so much for your help.

Thanks!

Sherry
Sherry Williams,
Executive Director

410 Palm Ave., Bldg. 1,
Treasure Island, San Francisco, CA 94130
Tel: (415) 274-0311
Fax: (415) 274-0316



Department of Fire and Emergency Services
Division of Fire Prevention
Lucky Thomas, Fire Marshal

October 21, 1999

Chief Robert Demmons
698 2nd Street
San Francisco, California 94107

Dear Chief Demmons,

I would like to sincerely thank you, Fire Marshal Masetani, Captain Harvey and Inspector Schultheis for assisting the Berkeley fire department with two very important construction projects in the City of Berkeley.


In July, Captain Harvey and Inspector Schultheis assisted my staff, the Building Official and I with reviewing two major projects in the city of Berkeley, a residential commercial highrise, and the seismic retrofitting and expansion of our Berkeley Main Public Library.

On July 20th, Deputy Fire Marshal Wayne Inouye and I visited San Francisco and were shown two projects of similar design, by Captain Harvey and Inspector Schultheis. The following day, July 21st, Captain Harvey and Inspector Schultheis came to Berkeley and met with my staff, the Building Official and I to review project plans and discuss some of problems we had encountered in the preliminary plan review process. They provided critical insight and information about the high rise exit plan submittals, smoke ventilation requirements, sprinkler alternatives, and ADA requirements for visual fire alarm devices.

Because of their help, our staff is more knowledgeable about the highrise review process and the fire and life safety requirements for highrise structures.

Although it has been several months since Fire Marshal Masetani, Captain Harvey and Inspector Schultheis assisted our organization, this letter, I hope, will convey our sincere gratitude and thanks for their professional and unselfish assistance.

Respectfully submitted,


Lucky R. Thomas
Assistant Chief/Fire Marshal

cc: Gary Masetani, Fire Marshal

000000000000

1681 16th Avenue 08:11:50 01/13/00 02
San Francisco, CA 94122
916/438-2000

October 15, 1999

Mr. Robert L. Demmons
Chief of the Department
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2017

Dear Mr. Demmons,

This note is to thank the three fire fighters who came to my "rescue" at about 5:30 PM on October 13, 1999. I am 89 years old, handicapped and had accidentally locked myself out of my home. I had checked my purse several times before leaving to be sure that I had the keys, but, unfortunately, I did not check to be sure that the house key was on that particular set. Two of my neighbors have an extra key, but both were out for the night. The men assured me that getting locked out happens to many people, so I didn't feel so stupid or aged.

There response time took only 3 minutes from the time another neighbor called for me until their arrival from station 22. I wanted you to know that they were very friendly and professional. I appreciated their concern for me.

I asked my daughter to write this letter for me as I have problems using my hands to write legible letters.

Again, thank you from me to them.

Sincerely,

Elizabeth Lytle
(Mrs.) Elizabeth Lytle

Lytle

October 13, 1999

San Francisco Fire Department
600 2nd St.
San Francisco, CA. 94107

Chief of Department

Dear Sir:

On October 10, 1999, I had a calamity at my house. My wife went unconscious and I was afraid she was going to die.

My daughter called 911, and units from station 15 responded. They got her conscious, into the ambulance and started to take her to the hospital.

The two medical men (in the confusion I didn't get their names), had to give her a medication to keep her blood pressure up. They got her to the hospital, and she is recovering nicely.

I want to thank all the men who responded, and especially the two medics for their professionalism. They probably saved my wife's life.

When I was in the fire department, the department did not have medical personnel. I can now see what an asset they are.

Sincerely,

A handwritten signature in dark ink, appearing to read "R. Breitbarth". The signature is fluid and cursive, with a large, stylized "R" and "B".

Richard E. Breitbarth
Battalion Chief, Retired

Mr. Richard E. Breitbarth
800 Foerster St.
San Francisco, CA 94127-2308

Cc: Station 15

405 N Sweetzer Avenue
Los Angeles CA 90048
10 October 1999

San Francisco Fire Department Headquarters
698 2nd Street
San Francisco CA 94129
Att'n EMS Chief Shortall

Dear Chief Shortall:

I am writing to commend you and your staff for your response to a basic life-support incident involving my soon, victim of a random gunshot wound, at approximately 3:00 AM on the 14th of September.

The team of Nancy Allen and Scott Richards responded well within the four minutes yielding the greatest survival rates, as shown by AMA findings. Their action, from all that I have learned of it, was in every way all that a parent could hope and pray for--including the "moral support" so beneficial under the terrible circumstances.

My son, my wife, and I are grateful to you for the administration of such model emergency medical service, and we are especially grateful to these two people for their exemplary action. You are obviously living up to the public's trust that the fire service will employ modern protection strategies in a highly efficient manner. The bottom line being finely trained and responsive human beings, your EMS operation is a very great success.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Arthur Vergara', written in a cursive style.

Arthur Vergara



CHILDREN'S
COUNCIL OF
SAN FRANCISCO

October 24, 1999

Chief Robert Demmons
SFFD
698-2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

I would like to express the Children's Council of San Francisco's appreciation to the SFFD for giving us the opportunity to have Inspector Chin give our staff a disaster/emergency training. We have a staff of over 110 and we are situated at three different sites in San Francisco. Inspector Chin took the time to become familiar with each site so as to personalize each of the three trainings he did for each site. This was very helpful to staff to know more about their building (i.e. sprinkler systems, evacuation tips, etc...).

Inspector Chin was able to provide helpful phone numbers, basic safety tips, knowledge of useful safety tools, etc... to be used in the workplace and at home. The staff was very interested. Many questions were asked and Inspector Chin was able to provide answers to individual questions. This has been a very positive experience for our staff and they are now more prepared to handle an emergency/disaster situation.

Once again thank you for letting our staff benefit from these trainings. It is truly a great service to the community!

Sincerely,

Helene Dorian

Helene Dorian
Administrative Manager/HR Assistant

Downtown Office
575 Sutter Street, 2nd Floor
San Francisco, CA 94102-1103
Phone: 415.243.0700
Fax: 415.243.4414

Bayview-Hunter's Point Office
1319 Evans Avenue, 2nd Floor
San Francisco, CA 94124-1705
Phone: 415.920.7280
Fax: 415.826.3678

Mission District Office
2601 Mission Street, Suite 600
San Francisco, CA 94110-3130
Phone: 415.920.7282
Fax: 415.550.6839

October 25, 1999

Chief of Department
Robert Demmons
698 2nd St.
San Francisco, CA 94107

**RE: Letter of Commendation to the Firefighters and
Paramedics who answered a call
at Station 13 (Sansome & Washington) September 17th, 1999 at
approximately 9am.**

Dear Robert Demmons:

I would like to personally thank the firefighters and paramedics who came to my aid at the Fire Station listed above. On the morning of the seventeenth of September, shortly after completing an exercise class at the Embarcadero, I walked into the open garage of Station #13 and asked a fire fighter present if he could direct me to an emergency room. I told him I was dizzy after a routine workout but could make the walk to the hospital on my own.

I am grateful this man did not let me take my own "advice". Instead, he guided me into the station and with the assistance of a team of paramedics, I was taken to the emergency room of California Pacific Medical Center and diagnosed with a "complete heart block".

I am writing to express my complete appreciation to this man and his colleagues for, according to a cardiologist who examined me, had I attempted to make the trip alone to the hospital, I probably never would have made it.

I'm still convalescing; I begin my new life with a renewed respect for the firefighters or paramedics in San Francisco who intervened on my behalf.

Sincerely,


Stephen Harley

2430 8th St.

Apt. 3

Berkeley, CA 04710



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Unit 1205/6 One Magnificent Mile Building, San Miguel Avenue

Ortigas Centre, Pasig City, Philippines

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03 September 1999



The Honorable Willie Brown

Mayor

San Francisco, CA. U.S.A.



Dear Mayor Brown:

On August 6th, while on a holiday in San Francisco, I developed shortness of breath and chest pain while walking from a restaurant in Chinatown to my hotel, the Cliff. On arrival at the hotel, I sought the assistance of its staff. The hotel's security personnel responded within two minutes bringing oxygen. They in turn summoned the San Francisco Fire Department paramedics, who arrived with an ambulance and the required cardiac care equipment within 5 more minutes. On evaluation, and on consulting with one of my company's doctors in the Philippines, it was determined that I should have a more thorough medical evaluation. The SFFD paramedics brought me to St. Francis Hospital and as a result, I underwent bypass surgery at St. Mary's Hospital on August 10, the day before my birthday.

The care given to me throughout, by the hotel staff, the SFFD paramedics, and the doctors and nurses in both hospitals was excellent – and I am alive today and getting ready to go back to work because of their superlative efforts.

I ask that you convey my most sincere thanks and kind regards to the SFFD paramedics and commend them. I work in a field similar to theirs and I remain very impressed with their conduct and professionalism. What amazes me to this day is the speed with which they arrived. You, sir, and everyone else in San Francisco are fortunate to have such dedicated professionals at your disposal. I consider myself very lucky to have had access to them when I was most in need. I am indebted to San Francisco and look forward to returning.

Sincerely yours,

SERGE E. GRYNKEWICH, II

General Manager

AEA International SOS Assistance

Training Section

555 7th Street - Room 200

San Francisco, CA 94103

Voice (415) 553-9600

Fax (415) 553-9608

San Francisco Sheriff's Department

To: Chief Robert L. Demmons
From: Lt. Jonna Harlan, Training Manager
Date: 10/22/99
Re: Rescue by Engine 24

Last Sunday, October 17, 1999, my friend and I were going to dinner at 24th Street and Douglas. We went across the street to a pet store first and saw Tamiko Moore standing on the sidewalk looking up into a 3-story tree. Her pet bird had been frightened and flown off her shoulder into the tree. We went on across the street to have dinner and watched as she stood forlornly under the tree. As it got closer to sunset we became more concerned. No one was helping her and her attempts to call the bird down weren't working. Our famous fog was coming in and it started to get really cold.

We went back across the street, I pulled my car up on the sidewalk and my friend climbed the tree and tried to get the very frightened Amazon parrot to come down. We almost got her once and then she flew up even higher. It was getting dark and we were losing hope. I had called Animal Control but they weren't able to locate their officer.

I took a chance and drove up to Engine 24 and knocked on the door. I explained the problem and Lieutenant Tim Callen said they would give us a hand. He came down along with Firefighters Joe Barbero, Kevin Hickey and Joel Zermeno in the fire truck.

They were wonderful! It's amusing now to remember this little bird putting these firefighters through so many moves. They were on the truck with a hose hook, then up a ladder onto a fire escape, then back up on the truck. Every time they would almost have her, a bus would come by or a motorcycle would backfire and off she'd go. Finally the bird

Interoffice Memo

flew across the street and into a smaller tree. One of the firefighters climbed the tree and forced her down and into a net - the animal control officer had finally arrived and loaned them the net.

It's a small thing in comparison to fighting fires and saving lives, but it was a wonderful, human gift to a citizen in distress. It is common to read negative things about those of us in civil service, the kind of caring and extra effort put out by your firefighters is the best way to show the public a better image. I know that everyone on that corner in Nobe Valley went home feeling that Engine 24 was part of the neighborhood family.

Lt. Jane Hurdair
SFSO



RECEIVED

6661 4 1 1999

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Phone 510.649.1332 ~ Fax 510.849.1808

Robert Demmons

Captain, SFSO

698 2nd Street

San Francisco, CA 94107

Captain Demmons,

I was in San Diego on the weekend of October 9th participating in a softball tournament when I had the misfortune, while performing a head first dive into third base, of suffering a 100% open dislocation of my right 5th finger. It goes without mention that this is quite a devastating injury, especially for a chiropractor. As luck would have it, Nicol Juratovac was a spectator at this game.

I'd like to commend Nicol for her expertise and professionalism in this emergency situation. Nicol's control of the situation made the turn over to the responding paramedics very smooth. Truthfully, it was because of this turn over that I was able to be transported to the hospital that had a hand specialist on duty at the time of my arrival in the ER.

I was in the operating room having re-constructive surgery within 2 hours of the time of injury. I believe that my recovery time and my return to practice have been greatly enhanced thanks to Nicol's professional response in this emergency.

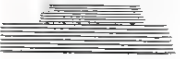
Please extend my appreciation to Ms. Juratovac and her coworkers.

And for those wondering...yes, I was safe!

In gratitude,



Debra R. Maurer, D.C., C.C.S.P.



FORTY-FOUR MONTGOMERY

October 20, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street, Room 218
San Francisco, CA 94107

RE: 44 MONTGOMERY ANNUAL FIRE LIFE SAFETY TRAINING


Dear Chief Demmons:

I would like to extend my appreciation to Lieutenant Fernando Juarez for his outstanding training program that he gave during our annual Floor Warden Training program at 44 Montgomery Street on October 14. He conducted two classes for approximately 60 tenants. From the positive comments I have received from the tenants, I know his training information was well-received and will be put into action.

Thank you again for offering such an informative, professional community service!

Sincerely,

SEAGATE PROPERTIES, INC.
Managing Agent


Gary J. Wells
General Manager

Barbara Kucer
4200 23rd St.
San Francisco, Ca. 94114

October 18, 1999

Fire Commission
San Francisco Fire Department
260 Golden Gate Ave.
San Francisco, Ca. 94102

RE: N.E.R.T Training

I first took the training course last year at Diamond Heights and have just completed the course again in Noe Valley. I hoped that repetition would mean some retention. I also enjoyed it enough the first time to want to repeat it.

It is a wonderful program. All the instructors in every class were very professional, yet personal. The presentations often had just a bit of humor so there were not intimidating. All the instructors possessed an incredible amount of patience with any question asked and with the time it took to teach any of the "hands on" procedures.

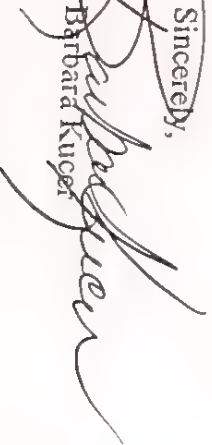
Every class stresses to first take care of ourselves, then our immediate family. From there to go to our immediate neighbors and then finally if we feel comfortable and ready, to go to our staging areas to help even further.

The "hands on" experiences given are the most confidence building. I think everyone taking the classes feels a bit stupid, or at best a little unsure, or we would not be there. Something as simple as finally knowing what to do with a fire extinguisher. We see them around us, but I always thought "So, there's one hanging on the wall, but I don't know how it works or how to use it". The most unnerving classes for me were to be blindfolded and try to make our way around a room or to enter just one room with injured people.

This is truly a wonderful program. Both times I walked away from the last class with more confidence. We don't have to be victims and we can help others.

It's an amazing feeling to walk away from a class that makes you feel as though you can make a difference.

Sincerely,



Barbara Kucer

Oct. 17, 1999

Fire Commission
698 - 2nd St.
San Francisco, Calif.

To Whom It May Concern:

Having just completed the 6 week NERT training (and the city-wide drill at Marina Middle School), I want to express my thanks to the SFFD for putting together this excellent community building program.

Keep NERT funded!

Respectfully,

A handwritten signature in cursive script, appearing to read "Ann Wallace".

Ann Wallace, R.N.



SHASTA COUNTY

BOARD OF SUPERVISORS

1815 Yuba Street, Suite 1
Redding, California 96001
(530) 225-5557
(800) 479-8009
(530) 225-5189-FAX

DAVID A. KEHOE, DISTRICT
IRWIN FUST, DISTRICT
GLENN HAWES, DISTRICT
MOLLY WILSON, DISTRICT
PATRICIA A. "TRISH" CLARKE, DISTRICT

November 1, 1999

TO ALL FIRE DEPARTMENTS:

The citizens of Shasta County, the Board of Supervisors and I would like to thank each and every one of you for your untiring dedication and commitment during the disastrous "Jones Fire".

The 1999 fire season has not been an easy one. It has been long and at times frustrating for those of you on the fireline. You have spent days fighting this destructive force, often without sleep or proper food. And more often than not, your work goes unnoticed. We have come to expect that when the alarm sounds, the paid and volunteer firefighters will respond in force, fighting back the flames, putting your life on the line for someone you may have never seen before nor will ever see again. You leave your homes and families, sometimes in the dead of night, to protect others and without any thought for your own safety. Yes, its your job and a career you have chosen but it is also an admirable profession and one of which you should be very proud.

Sometimes it takes a disaster such as the "Jones" and "Canyon" Fires to make us sit up and take notice, to take the extra time to say thank you for your dedication, your expertise, your professionalism and cooperative efforts.

Hats off to all of you who came to our aid and responded so quickly to our emergency. We thank you for being there but more importantly, we thank you for who you are - our "Unsung Heroes".

Sincerely,

Glenn Hawes, Chairman
Shasta County Board of Supervisors

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October 29, 1999

Robert Demmons
Department Chief – San Francisco Fire Department
698 – 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

There are not enough words to convey my sincere thanks to the entire company of Battalion 10, and Chief Robert Serrano, for extending themselves by "delivering" the most memorable birthday my daughter Amy ever experienced.

Amy has been riddled with a series of health problems since she was diagnosed earlier in the year with the flu, when in fact she had ruptured her appendix and it was not until she was near death 48 hours later that her condition was accurately diagnosed and surgery performed. She has always had a strong admiration and affection for firefighters, bringing cookies and other treats to different fire stations on special occasions. So, needless to say, that on the special occasion of her 21st birthday, she was overwhelmed to be acknowledged in such an incredible way.

Lts. Walt Batiste and Gene Ahern along with Firefighters John Lopes, Cris Salas, Ed Yup, John Voeker, Kashman, Connie Guzman, Ramon Simon and Operator Ed La Brado all from Engine and Truck 09, focused all their attention to Amy during "cake presentation" and "picture taking". She still bring out the pictures and tells the events of the morning to EVERYONE.

In this world of self-absorbed people, your department, especially those of Battalion 10, are certainly an example of unselfish generosity, and a credit to the institution they represent.

Sincerely,

Annette E. Lee

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, California 94107

October 29, 1999

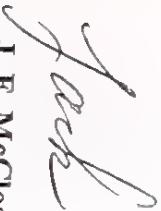
Dear Chief Demmons;

We wish to commend Firefighter Ed Chu of Station 17 for his presentation of the NERT program for the benefit of the emergency response teams at the Bank of America.

His presentation on Thursday, October 21 was most professional. He conducted himself in an exemplary manner and is truly a credit to the San Francisco Fire Department.

Many thanks for allowing him to be here. We learned a great deal.

All the best,



J. F. McCloskey
Fire/Life Safety Consultant

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Fax - (480) 654-9949

Thomas R. Nesbitt - President

Fire Chief of San Francisco Fire Department
698 2nd Street
San Francisco, CA 94105

26 Oct 1999

Dear Chief,

I am a former Phoenix Fireman and now have a C.A.F.S. and travel all over fighting Forest Fires. We had been on a Forest Fire east of Sacramento and were released 22 Oct 1999 to come back to Phoenix. I decided to go by way of San Francisco and eat Sand Dabs at Skomers.

After eating, my crew wanted to see the Fireboat. We stopped and spent about two hours at the station with James Isola. He gave us the tour and did an excellent job of answering our questions. All the Firemen at the Station were very courteous. We enjoyed our experience with James and the others very much.

Sincerely,



Thomas R. Nesbitt, President



I H S S
In-Home Supportive Services
Public Authority

November 2, 1999

Mr. Robert Demmons, Chief
San Francisco Fire Department
FAX: 415-558-3407

Dear Mr. Demmons:

Thank you very much for the support you provided to my organization as sponsor of *Where there's a Will, there's a Way: Building Community Resources and Making Connections for Independence*, the September 30th conference for seniors and people with disabilities at St. Mary's Cathedral. We think it was a remarkable success for our first venture and your contribution definitely helped make it so.

Well over 500 people attended the event and were able to learn from over 50 organizations and vendors that participated in our Resource Fair. People were enriched by Brenda Premo's keynote remarks and touched by a brief performance by Geoff Hoyle, a highly regarded actor from our City. Assemblymember Kevin Shelley reminded us of his support for IHSS and long term care issues. Supervisors Yee and Bierman were able to attend briefly to express their support for the IHSS Public Authority and home care issues. People have told us that they learned a good deal at each of our six afternoon workshops. Everyone was nourished by tasty box lunches and terrific refreshments at our closing reception, including Joseph Schmidt truffles.

We plan to continue sponsoring this event and would like to make it better and better. I encourage you to contact me with any comments you might have about the conference and how it went from your point of view. Please do not hesitate to call me at 981-4477, ext. 303.

With deep appreciation,

Donna Calame

Donna Calame
Executive Director

The members involved were:

E-38
Lt. Steven Jones
Ff. Agustín Larue
Ff. Marcella McCormack

T-3
Lt. Kenneth Jones
Ff. Andrew Assereto
Ff. Rivera Ibarra (Detailed from E-6)
Ff. Michael Gonzalez (Detailed from E-44)

942 Market Street
Suite 509
San Francisco
CA 94102
Tel 415 981 4477
TTY 415 981 4478
Fax 415 981 4479
ihssa@sfrlus.com

Daniella Caspers
9416 Putney Drive
Durham, Ca. 95938
September 10, 1999

San Francisco Fire Department
San Francisco, Ca.

Dear San Francisco Fire Department,

Hello, my name is Daniella Caspers, I live in Durham, Ca. a town of 700 people 7 miles south of Chico. I'm writing to thank you for coming up here and fighting the fires. I hope none of you got hurt.

Durham would have been in danger if you had'nt of come up here. We have very litte firefighters and equipment. Thanks to you we are all safe.

I was very surprised that Durham Intermediate was the first school to write to thank you. I wrote to San Francisco because I used to live close to there, in Woodside, Ca.. I also thank you for risking your lives in order to save others. My mothers friends live in Paradise and the flames came close to their house. Thanks for traveling all over and leaving your families. I won't ever forget you and your efforts.

Sincerely,

Daniella Caspers

Daniella Caspers



POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

FRED H. LAU
CHIEF OF POLICE

November 2, 1999

Chief Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

I would like to bring to your attention the actions of two of your members, Jeff Chin and Macheal Thomas. These inspectors should be commended for their alertness and willingness to get involved.

On Thursday, October 14, 1999, at approximately 2:50 P.M., they were driving past the 6800 block of Fulton Street. Inspector Chin noticed a white male with a set of bolt cutters working on a chain attached to an Iron Gate to the residence of 6834/6836 Fulton Street. He advised his partner, Inspector Thomas of what he had just seen. The white male then walked away westbound on Fulton street. Your members confronted this man about his actions, who denied any wrongdoing.

As the male continued westbound, they followed in their vehicle. The white male finally at 46th Avenue and Fulton Street stopped walking and told them there was no sense for him to continue, as he wasn't going to get away from them anyway.

Inspector Thomas called 9-1-1 and requested police assistance. While waiting for the police to arrive, as Inspector Thomas states in his statement "I engaged in small talk in order to divert the suspects attention and lower the possibility of violence."

As a result of their actions, the suspect was charged with "Attempted Burglary", "Possession of Burglar Tools" and "Possession of a Hypodermic Needle".

These inspectors put public safety ahead of their own personal safety and a habitual criminal was taken off the streets. These inspectors are a credit to your Department and the City and County of San Francisco.

Sincerely,

A handwritten signature in dark ink, appearing to read "Edgar Springer".

Captain Edgar Springer
Commanding Officer
Richmond District Police Station



Robert Demmons
Fire Chief
San Francisco Fire Department
698 2nd Street
San Francisco, CA. 94107

Dear Chief Demmons

Thank you for your participation in our recent event, *Kids Day on Haight Street*. The event was a big success. Over 200 neighborhood children and their parents took advantage of the many activities on Haight Street and at the Panhandle Playground.

One of the most popular events was the fire engine and all the officers. It had a big effect on all the children. It was very exciting to sit in a real fire engine. All of your officers were wonderful with the kids and we appreciate the fact that they took time on a Sunday to spend time in our neighborhood. My own 3 year old son declared that he would rather be a fireman for Halloween, and not Batman.

The spirit of cooperation between the many different parts of this community is what makes the Haight Ashbury a great neighborhood.

Thank you again for your help.

Sincerely,

Julie Downing

FESTIVAL OF THE SEA

Dedicated to Maritime Education

October 31, 1999

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William G. Thomas
Superintendent,
*San Francisco Maritime
National Historical Park*

Alison Healy
Producer

2905 HYDE STREET,
SAN FRANCISCO, CA
94109-1225

415-447-9822
FAX: 415-556-0149

Robert L. Denmons
Chief of Department
SFFD
"Guardian"
698 2nd Street
San Francisco, CA 94107

Dear Robert,

On behalf of San Francisco Maritime National Historical Park and the National Maritime Museum Association, we would like to thank you for supporting this year's Festival of the Sea. Due to your support the tugboat parade was such a big attraction during the 1999 festival. The huge crowd the parade drew was captivating! We were very delighted to have you "onboard" with us! Your level of participation made this event a resounding success. We hope you will join us again next year.

It takes months of planning and preparation to pull together the details for an event like the annual Festival of the Sea. While it is our responsibility to coordinate "the big picture," it is really participants like you who contribute their time, talent and expertise that make the Festival of the Sea a successful experience. By showcasing the "Guardian" you demonstrated your maritime support to the community and for this we are very grateful.

We are very pleased with this year's record number of visitors, estimated to be approximately 38,000 people. In order to improve our event and to meet your needs for the future, it is important to us to hear about your thoughts and ideas. Therefore it would be very helpful if you would take a few minutes to give us your opinion and answer the questions in the enclosed questionnaire. Please just skip over the questions you prefer not to answer. If you would prefer to speak to us by phone, please call at your convenience. Your valued feedback is highly appreciated.

On behalf of all the festival staff, thank you for your participation in the tug boat event. Your support of San Francisco Maritime National Historical Park's annual celebration is truly appreciated!

Warm Regards,


Alison Healy
Festival Coordinator

415-447-9822



Daniela Rahm
Assistant Festival Coordinator
415-447-9822

The National Maritime Museum Association ... *bringing maritime history to life.*



Judicial Council of California
Administrative Office of the Courts

Human Resources Bureau

455 Golden Gate Avenue ♦ San Francisco, CA 94102-3660
Telephone 415-865-4260 ♦ Fax 415-865-4327 ♦ TDD 415-865-4272

RONALD M. GEORGE
Chief Justice of California
Chair of the Judicial Council

WILLIAM C. VICKREY
Administrative Director of the Courts

DENNIS B. JONES
Chief Deputy Director

ROCHELLE S. TERRELL
Director
Human Resources Bureau

October 29, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street, Room 201
San Francisco, CA 94107-2015

Dear Chief Demmons,

I am writing to thank the San Francisco Fire Department for the excellent Earthquake Preparedness training given by Lieutenant Fernando Juarez on October 27, 1999. We have requested presentations by Lieutenant Juarez time and again because of his in-depth knowledge, animated demeanor, and effective presentation skills. I believe the presentation provided the information needed to motivate participants to build earthquake preparedness kits and become better educated for emergency first-aid.

As a result of this training, we have many people interested in having a N.E.R.T. training in this building. Any information you have regarding available dates and times would be greatly appreciated. Please contact Lisa Senkbeil of my staff (415) 865-4312 to make arrangements. Again, thank you for ensuring that we receive the very best training available through the work of Lieutenant Juarez.

Yours truly,

Rochelle S. Terrell, Director
Human Resources Bureau

cc: Lt. Fernando Juarez



South of Market

HEALTH CENTER

Executive Director

Charles E. Range

October 26, 1999

Chief Robert Demmons, Lt. Fernando Juarez
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Mr. Demmons, Mr. Juarez, and other participants,

The South of Market Health Center and I would like to personally thank you for participating in this year's health fair. We had an excellent turnout with an estimated 300 people attending. Your help made the fair a great success. Our clinic was able to give many free flu shots and blood pressure checks and raffled over \$200 in prizes. I hope that you will consider attending next year's fair also. Again, many thanks to you and your organization.

Sincerely,


Gregory Lee

Administration
P.O. Box 40519 • San Francisco, CA 94140
(415) 436-0111 • Fax (415) 436-0110

Clinic
551 Minna Street • San Francisco, CA 94102
(415) 626-2951 • Fax (415) 626-1096

City and County of San Francisco Mayor's Office of Emergency Services



Willie Lewis Brown, Jr.
Mayor

Lucien G. Canton
Director

October 29, 1999

Chief Jim Ferry
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Jim:

Thank you for your time and commitment over the last few months as a key participant in the Loma Prieta Earthquake 10th Anniversary events. Your role on the Planning Committee and in helping to organize events was vital to our success in reaching the community – we could not have done it without you. Special thanks for all you did in supporting me with the details of Fleet Weekend. Thanks to your good thinking we used only the Marina Green and that was the best advice I could have ever received! A major highlight of Fleet Weekend was all of the children constantly getting in and out of your fire vehicles and how wonderful the Fire staff were. Also the majesty of the fire boat during the bagpipe playing Amazing Grace at the Commemoration event was something I will never forget.

Since our events began, the number of requests from the public for disaster preparedness information and speakers has been overwhelming. This is a sure sign that we did our job and we did it well. At our last meeting on October 20th we debriefed what worked and didn't work at each event. Clearly there is room to improve in the future but most of all we have cause to celebrate our enormous undertaking and accomplishments.

Thank you and your Department for your partnership and on-going support in preparing our community for disasters. I have only the highest regard for the San Francisco Fire Department – you are an excellent team, each and everyone of you! We are lucky to have such a great Fire Department in San Francisco. I look forward to working with you in the future.

Gratefully,

A handwritten signature in cursive script, reading "JoAnn Scordino".

JoAnn Scordino
Community Preparedness Coordinator

✓ Cc: Chief Robert L. Demmons
Chief Hal Gamble

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City and County of San Francisco Mayor's Office of Emergency Services



Willie Lewis Brown, Jr.
Mayor

Lucien G. Canton
Director

October 29, 1999

Patty Yuen
NERT Coordinator
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Patty:

Thank you for your time and commitment as a key participant in the Loma Prieta Earthquake 10th Anniversary events. Your role on the Planning Committee and in helping to organize events was vital to the success of reaching the community – we could not have done it without you. You took on your new assignment right in the middle of several major events and you didn't miss a beat, in fact you were extraordinary in every detail.

Since our events began, the number of requests from the public for disaster preparedness information and speakers has been overwhelming. This is a sure sign that we did our job and we did it well. At our last meeting on October 20th we debriefed what worked and didn't work at each event. Clearly there is room to improve in the future but most of all we have cause to celebrate our enormous undertaking and accomplishments.

Thank you for your partnership and on-going support in preparing our community for disasters. I very much look forward to working with you this next year. You're great!

Gratefully,

A handwritten signature in dark ink, appearing to read "JoAnn Scordino", written in a cursive style.

JoAnn Scordino
Community Preparedness Coordinator

✓ Cc: Chief Robert L. Demmons

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1003A Turk Street

San Francisco, California 94102

Phone (415) 558-2700

Fax (415) 431-7500

22/16/99
F50
#2

FIRE COMMISSION

City & County of San Francisco

Rosemarie Fernandez-Pifer, *President*
Hadley Roff, *Vice President*
Stephen Nakajo, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*



698 Second Street
San Francisco, CA 94107-2015
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 99-30

MINUTES OF THE FIRE COMMISSION

Special Meeting - Thursday - December 16, 1999 - 6:00 p.m.
698 Second Street - Room 102

Item
No.

1. On Roll Call, the following were noted present:

Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for personal reasons.

Robert L. Demmons Chief of Department
Harold E. Gamble Deputy Chief, Operations

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos Management Services
Ray Balzarini Division of Airports

Chief Officers - Firefighting Services:

Bernie F. Lee Division 1
Joseph J. Mazeau Division 2 (Acting)
Aaron C. Stevenson Division 3

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2. **APPROVAL OF THE MINUTES**

Special Meeting of November 23, 1999.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "F") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during November 1999.

Management Services

Submitting monthly report from Management Services concerning activities performed during October 1999.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries from October 30, 1999, through November 12, 1999.

B. Appointments

1. Probationary Appointments

Reporting the following *probationary* appointments effective November 15, 1999:

7514 General Laborer

Noel Hernandez (vice: Peter Brennan)

H-3 Firefighter Paramedic

Stephana McClaran (vice: TX'd from McClaran's H-2)

Joshua Wilson (vice: TX'd from Wilson's H-2)

Stephen Giacalone (vice: TX'd from Giacalone's H-2)

2. Permanent Appointments

Reporting the following *permanent* appointment effective October 7, 1999:

H-33 Fire Paramedic Captain

Karl Hillyard (vice: TX'd from 2534)

Reporting the following *permanent* appointments effective November 24, 1999:

H-20 Lieutenant

Walter Bertollo

Michael Delane

Gary Falls

John Hanley

Kevin O'Sullivan

Samuel Romero

John Vandervennet

3. Permanent Exempt Appointment

Reporting the following *permanent exempt* appointment effective November 29, 1999
H-51 Assistant Deputy Chief II

Gary Massetani (vice: Kevin Taylor return to H-40)

4. Temporary Appointments

No report available.

C. **Leave of Absence**

Submitting request for leave of absence without pay for Investigator Marshall Granger, Bureau of Fire Investigation, for 15 days, December 18, 1999 through January 8, 2000. Investigator Granger will not be replaced.

D. **Retirements**

Communications received from Retirement Board indicating the following members have retired:

Name	Rank	Type	Retirement Date
Brodie, Kenneth F.	H-20 Lieutenant	Service	November 20, 1999
Martino, Dennis P.	H-2 Firefighter	Service	December 14, 1999

Retirement Certificates will be presented at a Fire Commission meeting during January 2000.

E. **Resignation**

Submitting resignation of *H-2 Firefighter Mikhailia Gacesa* effective close of business November 19, 1999. (Resigned with satisfactory services. Length of service – 18 months)

F. **Accidents**

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Rescue 2	99-0-087	10/28/99	881	A	File
Officer: Lt. James McHugh; Driver: FF Stan Lee					
Cause: <i>Misjudged Clearance</i>					
While leaving the scene of an incident, Rescue 2 scraped bumper of parked civilian vehicle.					
Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Medic 5	99-0-088	10/29/99	716	C	File
Driver: FF/PM Mary Tse					
Cause: <i>Misjudged clearance</i>					

While responding to an incident, Medic 5 made a U-turn and struck civilian vehicle in the intersection

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Medic 36	99-0-089	10/29/99		B	File
Driver: PM Christopher Olsen Cause: N/A					
Alleged accident with damage to civilian vehicle but no evidence that an accident involving Medic 36 actually occurred.					

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
ResAmb 6	99-0-090	10/30/99	715	B	Bill
Driver: FF Shane Francisco Cause: <i>Struck by civilian vehicle</i>					
While responding to an incident, ResAmb 6 was traveling in curb lane and was struck by civilian vehicle making an illegal lane change.					

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Engine 7	99-0-091	10/30/99	525	A	File
Officer: T/Lt. Paul Urquiaga; Driver: FF Heather Piper Cause: <i>Misjudged clearance</i>					
While backing into station, Engine 7 struck steel guard on side of firehouse door. Spotter was posted.					

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Engine 29	99-0-092	11/3/99	502	A	File
Officer: T/Lt. Robert McDill; Driver: FF Charles Farrugia Cause: <i>Misjudged clearance</i>					
While returning from an incident, Engine 29 made right turn into narrow street and scraped bumper of legally parked civilian vehicle.					

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
ResAmb 13	99-0-093	11/3/99	714	A	File
Driver: FF Keith Baraka Cause: <i>Misjudged Clearance</i>					
While pulling into emergency entrance at Mt. Zion Hospital, ResAmb 13 scraped against structure built for pedestrian protection during construction.					

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Truck 11	99-0-094	11/4/99	609	B	Bill
T/Capt: Philip Leanio; Driver: FF Michael Clark; Tiller: FF Robert Cunningham Cause: <i>Struck by civilian vehicle</i>					
While parked, Truck 11 was struck by a civilian vehicle that was backing out of a parking stall.					

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Medic 15	99-0-095	11/6/99	717	A	File

Driver: PM Matthew Monroe
Cause: *Misjudged clearance*

While backing up into a parking place to clear traffic, Medic 15 struck bumper of parked civilian vehicle.

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
BFP	99-0-096	11/6/99	110	B	File

Driver: Parked and unattended
Cause: *Struck by civilian vehicle -- Hit and Run*

While parked, BFP vehicle #145-110 was struck by civilian vehicle that did not stop.

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Medic 18	99-0-097	11/10/99	711	B	Bill

Driver: PM Terry Stanford
Cause: *Struck by civilian vehicle*

While parked at an incident, Medic 18 was struck by a civilian vehicle.

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
DOT vehicle	99-0-098	11/12/99	307	C	File

Driver: BC Michael McKinley

Cause: *Failure to anticipate other vehicle's movements*

While traveling in traffic, DOT vehicle #143-307 struck rear end of civilian vehicle which had stopped suddenly.

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
Div. 1 vehicle	99-0-099	11/12/99	206	A	File

Officer: T/AC Paul Jones; Driver: CA Brian Kyono
Cause: *Misjudged clearance*

While backing into station, Division 1 vehicle struck soda machine.

Apparatus	Accident Number	Date	Serial Number	Category	Recommendation
ResAmb 38	99-0-100	11/16/99	708	B	Bill

Driver: FF Augustin LaRue

Cause: *Struck by civilian vehicle*

While returning from an incident, ResAmb 38 was struck by civilian vehicle making sudden lane change

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "F" on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted 16 letters commending members of the Department for response to requests for assistance, emergencies, or training.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for October 1999.

Commissioner Nakajo moved and Commissioner Soulis seconded. There were no questions or discussion and the monthly report of Chief of Department was approved.

C. Formal Complaint

Submitted formal complaint against Battalion Chief Audry Lee, dated November 9, 1999, for violation of the Rules and Regulations as follows:

Section 3905	Unfamiliarity with Rules
Section 3921	Inaptitude for Duty/Incompetence
Section 3922	Acts Detrimental to Welfare of Department
Section 3923	Disobedience
Section 3924	Insubordination
San Francisco Charter, Appendix A 8.400(g) General Rules for Establishing and Paying Compensation	

Vice President Roff directed the Secretary to comply with Section 4006 of the Rules and Regulations and inform Battalion Chief Lee that the trial and hearing will be held on January 13, 2000, at 6:00 p.m.

D. Death

Reported with regret, the death of Firefighter John Parent, who passed away on November 22, 1999, because of illness.

Vice President Roff directed the Secretary to send a letter to the family expressing the Commission's sympathy. The November 23, 1999, Commission meeting had been adjourned in Firefighter Parent's memory.

E. Public Comment

Members of the public may address the Fire Commission on items of interest to the public, which are within the subject matter jurisdiction of the Commission. Members of the public may address the Fire Commission for up to three minutes.

Commissioner Nakajo wished to thank everyone who attended the memorial service for his mother, Mrs. Esther Hoshiko Nakajo. He expressed his special appreciation to the members of the San Francisco Fire Department who comprised the honor guard at the service. They were as follows: Captain Frank Moreno – Fireboat 1, Lieutenant Ed Liggins – Engine 17, Lieutenant Ron Pruyn – Engine 31, Firefighter Ricky Yee – Engine 37, Firefighter Jason Wong – Engine 17, Firefighter Ed Chu – Engine 17, Firefighter Chuteh Kotake – Engine 8, Firefighter Floyd Rollins – Engine 11, Firefighter Keith Onishi – Engine 1, Firefighter John Chung – Engine 17, Firefighter Jimmy Yee – Engine 31, Firefighter Krista Smith – Engine 31, and Firefighter William Yeung – Engine 17.

F. Communications Received by Commission

Six communications were received by the Commission from November 23, 1999, through December 9, 1999:

G. Adjournment

There being no further business before the Commission, The meeting was adjourned at 6:15 p.m.

Tania Bauer
Secretary



Office of the Mayor, City and County of San Francisco

Wendy Nelder, Director

Willie L. Brown, Jr., Mayor

November 19, 1999

SF Fire Chief Robert Demmons
San Francisco Fire Department Headquarters
698 Townsend Street
San Francisco, California 94107

Dear Chief Demmons:

Working on the Minipark project at Station 15 has been a pleasure for me – thanks to the personnel at the house.

I am sure you know the talents of your personnel, but I want to especially commend to you Captain Kevin Gonzalves who did the layout for the Ocean Avenue/Phelan avenue corner. He drew the layouts used by DPW and Rec Park as the blueprint for the project.

In addition to his time with the plans and many hours of effort contributed with great enthusiasm, Captain Gonzalves also donated the baby palm trees installed on the corner.

Firefighter Paul Snyder deserves a special mention, too, for his work on the fence.

Thanks again.

Best regards,

Wendy Nelder, Director
The Mayor's Neighborhood Beautification Fund





Wendy Nelder, *Director*

November 19, 1999

SF Fire Chief Robert Demmons
San Francisco Fire Department Headquarters
698 Townsend Street
San Francisco, California 94107

Office of the Mayor, City and County of San Francisco

Willie L. Brown, Jr., *Mayor*

Dear Chief Demmons:

THANKS FOR A GREAT LITTLE MINIPARK

If there's a key job that's gotta be done,
Whether it's a hard or an easy one,
Our Fire Department's the right place to go!
No matter what skill, there's someone *in the know*.

You have gophers to hunt? Need flowers and trees?
You want a fence designed that's sure to please?
We *just* wanted a park to delight us all!

STATION FIFTEEN - WHAT A GREAT PLACE TO CALL!

Folks stop to see your corner. Excited, elated.
There are palm trees growing on land you donated!
STATION FIFTEEN made an effort most folks will never see -
Another proof of what "good neighbors" our Fire House can be.

Your corner of Phelan right there at Ocean Ave
Is now one of those special spots we have.
You saw the dedication brought smiles to every face -
YOU AND STATION FIFTEEN GAVE US ONE TERRIFIC SPACE!

Thank you for your help in the Mayor's effort to bring Ocean Avenue back to the beauty and economic success it formerly enjoyed. The City is so lucky to have **your men and women at Station 15** - they have made it a pleasure to work on this project.

Best regards,

Wendy Nelder, *Director*

The Mayor's Neighborhood Beautification Fund





American Red Cross

Bay Area Chapter
San Francisco County
85 Second Street, 7th Floor
San Francisco, CA 94105
Phone: (415) 427-8000
Fax: (415) 427-8116

November 2, 1999

Chief Robert Demmons
SF Fire Department
698 2nd St.
San Francisco, CA 94107

Dear Chief Demmons,

Thank you for your willingness to join us at the Loma Prieta Kickoff at the Moscone Center! It was wonderful to have such a collaborative effort among the South of Market, NERT, the City of San Francisco, organizations, corporations, and especially the Moscone Center. Your participation assured a successful news conference.

As you are probably aware, this 'zero-budget' grassroots program received a great deal of media airtime. The call to San Franciscans to prepare for earthquakes was a much-needed one; and with all the publicity received, we touched many lives.

The Loma Prieta Anniversary Kickoff served as a "heads up" to anyone who has not been paying attention to the news. Earthquakes are happening around the world and here at home. We all need to begin thinking about the reality of another 7.0 earthquake so that we can mitigate suffering before it begins.

Once again, thank you for your cooperation and participation at this event with our organization. At the American Red Cross we help people help others save lives, respond, prepare for, and prevent disasters. Our work does not get done without your help. Thank you for all you do to make San Francisco a safer place to live!

Our Loma Prieta Tenth Anniversary celebrations culminated with Preparefest in Oakland, October 16th, and the Commemoration at the Marina Green, on October 17th.

Please call us if you are in need of community preparedness information. I can be reached at (415) 427-8115. Once again, thank you.

Best regards,

Jackie Wright
Executive Officer

These are the members who participated in the event held at the Moscone Center South on 10.4.99:

Chief of Department Robert L. Demmons
Deputy Chief Harold Gamble
Battalion Chief Philip Kelber
T/BC Joe Wright
Battalion Chief Boudoures
Chief's Aid Arnold Woo
Chief's Aid Ed Gilardi
NERT Instructor Firefighter Steve Harper E-28
NERT Instructor Lt. Al Rizotto E-43
NERT Coordinator Lt. Patricia Yuen

All members participated in an on duty status.

Division 1

The Chief's Aide identified for Battalion 3: Jim Leonard
Battalion 3: Chief Kelber

Division 3

Chief Aide for Battalion 6: CA Ed Gilardi
Battalion Chief: Boudoures

Division 2

I have made every attempt, including calling Division 2, to identify the Chief's Aide for T/BC Joe Wright who was present at the drill. I could not locate the Battalion Joe Wright was working at.

Henry E. Berman
President

Larry Mazzola
Vice President

Michael S. Strunsky

Linda S. Crayton

Caryl Ho

JOHN L. MARTIN
Airport Director

Interoffice Memorandum

To: Chief Ray Balzarini

Date: October 28, 1999

From: Tryg McCoy

**Assistant Deputy Airport Director
Airport Operations**

Subject: Outstanding Performance

Ray,

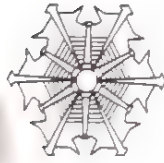
I am compelled to pass along this note of sincere appreciation for the fine job done by one of your crews that responded to a water leak in the International Terminal on Friday, October 22, 1999. The hard work in assisting the Airport custodial staff in removing all of the standing water demonstrated their concern not only for public safety, but a sense of pride in San Francisco International Airport.

At 1230 when I responded to the Federal Inspection arrival area, I was shocked to see such a large carpeted interior public area flooded. What struck me, in addition to the heavy ponding over an approximate 1000-foot area, was the activity of the SFFD. Your personnel, under direction of their Captain, were hurriedly using squeegees and brooms to push the water so that Airport custodians could begin removing it with wet-vacs. When the Custodial Department appeared to be overwhelmed by the task, I noticed several members of the SFFD gently took control from custodial and effectively managed the water removal process on their own. They remained on the scene pushing and vacuuming the water until the ponding was gone and custodial could complete the final drying process.

The bottom line is that they recognized the impact this water had on our arriving passengers and took charge. Please pass on the sincere appreciation of both the Airport Director, Deputy Airport Director of Operations and myself for a job well done.

cc: JLMartin
JWong
DBriscoe

Lieutenant Richard Robinson, Fire Commander
Lieutenant Stephen Flaherty
Lieutenant Ernest Ware
Firefighter James Jenkins
Firefighter Michael Kilgariff
Firefighter Kenneth Lundie
Firefighter Ralph Sotter
Firefighter Gary Wilson
Firefighter Paul Wyrsh



TOKYO FIRE DEPARTMENT

1-3-5 OTEMACHI, CHIYODAKU,
TOKYO 100-8119, JAPAN

TELEPHONE
(03)3212-2111

FAX (INTERNATIONAL)
81-3-3211-0693

November 17, 1999

Mr. Robert Demmous
Chief of Department
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102
U.S.A.

Sir;

I would like to express my deepest gratitude to you and your staff for having accepted and helped the two delegates below for their study:

Haruo Munehusa: Fire Lieutenant
Tomoyuki Kawai: Assistant Fire Sergeant

They returned home uneventfully with useful information provided in your organization. I believe that it will certainly help us enhance our fire service administration.

I hope that the relations and friendship between your organization and ours will continue to develop.

With best wishes.

Sincerely yours,

Haruo Ikeda
Fire Chief



ADMINISTRATION OF JUSTICE & FIRE SCIENCE TECHNOLOGY

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • FAX 415. 239.3919
ADMINISTRATION OF JUSTICE • 415. 239.3202 • FIRE SCIENCE • 415. 239.3359

October 18, 1999

San Francisco Fire Department
698 -2nd St.
San Francisco, California 94107
ATTN: CHIEF KALOS, MANAGEMENT SERVICES

Dear Chief Kalos:

This letter is being sent to acknowledge the assistance of Captain Kevin Burke, ISB.

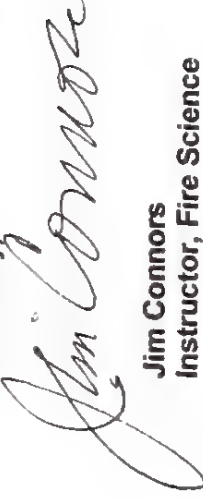
On October 5th, he assisted me in a class I teach at City College of San Francisco in Fire Science Technology. The class is an introductory class, and is comprised of many young, interested, prospective firefighters.

I asked Kevin to come and present to them the hiring requirements of our fire department, as well as many other fire departments. He made an excellent presentation on completed applications, residency requirements, driving records, police records and their impact on a prospective firefighter, background checks, and employment verifications. It was very informative, and the students raised many questions.

Kevin was very professional and represented the department well.

I appreciate very much his assistance to the fire science program at City College of San Francisco.

Sincerely,



Jim Connors
Instructor, Fire Science

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OFFICE OF THE MAYOR
SAN FRANCISCO



WILLIE LEWIS BROWN, JR.


November 16, 1999

Investigator Brendan O'Leary
SFFD/Arson
698 Second Street
San Francisco, CA 94107

Dear Investigator O'Leary:

I want to thank you for your contribution to the Veterans Day Observance at City Hall on November 11, 1999. The bagpipes greatly enriched the program and ambience of the day. I was proud to have our Police and Fire Departments take part in the observance and display their well-documented professionalism.

Thank you again for taking the time to show support for your department and your city.

Very truly yours,

Willie L. Brown, Jr.
Mayor

Cc: Chief Robert Demmons

ARGONNE ALTERNATIVE SCHOOL
680 18th AVENUE
SAN FRANCISCO CA., 94121

Dear Fire Chief Demmons,

Nov. 5, 1999

On behalf of the Kindergarten class of Argonne Elementary School, I would like to thank you for letting station 14 visit us on our Annual School picnic.

I must say that they were the stars of the picnic; all three firefighters were kind, attentive and energetic to all the children and parents. The children were talking about the firefighters long after the picnic was over.

Once again **THANK YOU** for making this a memorable day for the kindergarten class here at Argonne.

Sincerely,

A handwritten signature in cursive script, appearing to read "Tina Pasquinzo".

Tina Pasquinzo
Room Parent of Class 103

Friends of Duboce Park

19 November 1999

Chief of the Dept. Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

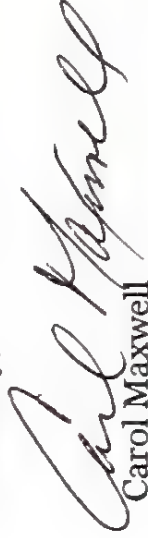
Dear Mr. Demmons,

On behalf of the entire membership of Friends of Duboce Park, please accept my thanks for providing a fire truck at our community event in Duboce Park on November 7th. We would also like to extend our thanks to Sgt. Jeff Columbini of Station 6, for his efforts.

Our event was primarily intended as a fundraiser – our group is raising money to renovate the Children's Playground. But we also intended the day to be much more. We really wanted to create an event where neighbors could connect with neighbors. We wanted the event to reach out to a wide audience. Your support of our event was a major factor in being able to accomplish that goal.

We intend to have another community day next year, on September 9th, to commemorate our Park's centennial. We hope you'll consider joining us again. Thank you so much for your support.

Sincerely,


Carol Maxwell

Vice President, Friends of Duboce Park

311 Steiner Street, San Francisco CA 94117
415.553.8881

HOUSING CORPORATION

The Lady Shaw Senior Center

November 30, 1999

Inspector Kaan Y. Chin
Bureau of Fire Prevention and Investigation
698 - 2nd St., Room 109
San Francisco, CA 94107

Dear Inspector Chin:

I write to thank you and your colleagues for coming here to be observers of our half-yearly fire drill today at the Lady Shaw Senior Center and the very inspiring and informative talk on Fire and Earthquake Preparedness you gave immediately after the drill. The talk was well attended by some 120 seniors. The feedback was very positive. The audience was very impressed. We look forward to your coming back again sometime next year.

Sincerely,



Daniel Wong
Housing Manager
Lady Shaw Senior Center
Pine View Housing Corporation

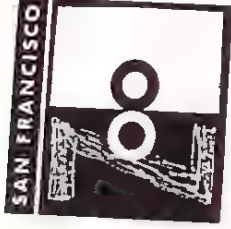
Cc: ~~Chief Robert Demmons~~ *
Director of Housing, Pine View Housing Corporation
Lai Ming Wong, Support Services Coordinator

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1483 Mason Street, San Francisco, CA 94133 Tel. (415) 292-2333 Fax (415) 292-2462

Administrative Office

407 Sansome Street, Suite 300, San Francisco, CA 94111-3112 Tel. (415) 982-9171 Fax (415) 296-0313



November 2, 1999

Chief Robert Demmons
San Francisco Fire Department
698 Second Street, Room 218
San Francisco, CA 94107

Dear Chief Demmons:

We wish to extend our sincere thanks to you and the staff of our San Francisco Fire Department for your participation at the second annual Boo at the Zoo event which took place on Saturday, October 30, 1999 from 10 AM to 3 PM. This exciting, educational event was a tremendous success with over 5,000 adults and children attending.

The San Francisco Fire Department's participation with an interactive exhibit featuring a Fire Engine, firefighters, fire safety demonstrations and giveaways to our young guests was a distinct highlight to this new, community event.

Enclosed please find a Boo at the Zoo program in which the San Francisco Fire Department's contribution is gratefully acknowledged. As an expression of our appreciation, we are also pleased to provide you with San Francisco Zoo Guest Passes which we hope you, colleagues, family or friends may use to enjoy a day at your Zoo!

Once again, thank you for your continued participation at Boo at the Zoo and for your enduring interest in and support of the San Francisco Zoo. We look forward to working with you again on future projects.

Sincerely,

Katheryne Erigero

Katheryne Erigero
Associate Director of Events

Enclosure

cc: *Fernando Jurel FYI*

THE SAN FRANCISCO ZOOLOGICAL SOCIETY
1 Zoo Road

San Francisco, CA 94132-1098

(415) 753-7080
Fax (415) 681-2019

Handled by E-18 0930-1230
Lt. Gary Montague.
FF. Steve McGuire.
FF. Clarence Ruffin.
FF. Ernest Taylor.

E-19. 1230-1500
T/Lt. David Sun
FF. Rick Aviles
FF. Harry Yee.
FF. Mike Kommas

San Francisco Fire Department
Chief Robert L. Demmons
698 2nd Street
San Francisco, CA 94109
Fax # 415 558-3407

Chief Demmons,

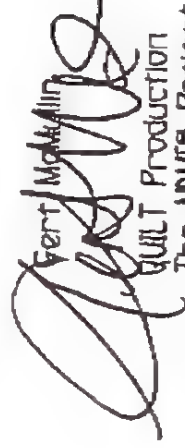
The NAMES Project wants to thank you and all the fire fighters who came to join us in unfolding The QUILT on the evening of October 29th. It was especially meaningful for me since I was a friend of Eric Passler, who died recently. I believe he worked under you for some time.

Several years ago I helped Eric sew a QUILT panel for himself and his lover. Although, at the time, he was not ill we allowed him to include his name on the panel. As the years passed I guess his life became more enjoyable and he decided that he would alter that panel and make it a remembrance for his lover only...saying he had chosen to live...instead of thinking he was destined to die. It was a great day when that happened for him and for me.

Sadly, Eric died but it's wonderful to know that his last few years were ones of living life. Being a fire fighter was a very big part of this change of attitude for him. I remember the day he came to tell me. I don't think I ever saw him so proud. If he didn't ever say it, then I will....Thank You for giving him his life's dream and making those last years everything he had hoped for.

Anyway, to get to the point. I'm going to make Eric a panel for The QUILT and was hoping I could get my hands on something from The Fire Dept. to include on the QUILT. A piece of an old fire hose, nozzle, t-shirt, logo or whatever. Used, tattered or torn is OK and preferable. I know that Eric would want to be remembered for being a fire fighter.

This is a strange request and if it isn't possible I certainly understand. Whatever the outcome thank you for your time in reading this rather long letter and, once again, Thanks to The Fire Fighters for unfolding with us.


Bert Mallin
QUILT Production
The NAMES Project
310 Townsend
Suite 310
San Francisco, CA
94107

Dear Chief Robert Demmons,

November 23, 1999

Hello my name is Janet Mariano, and I wanted to write you to let you know of the great job the San Francisco Fire Fighters Toy Program and Mr. John Voelker, and his small staff and volunteers pulled together to help me help as many of disadvantaged children in my area. I sent out my letter explaining my Charity Friends of Rolph Park this is a Charity that is set out to help families in my area that are working but struggling to try and make it. With the local playground closing this year due to construction that still has not been solved it is great to see something has finally come together for a change. And it is great to see people come out and help us. With the generous donation of toys this looks to be a great Holiday season for all involved.

Thank You

*Sincerely, Janet Mariano
Chairperson*



United States Department of the Interior

NATIONAL PARK SERVICE

Pacific West Region

Pacific Great Basin Support Office

600 Harrison Street, Suite 600

San Francisco, California 94107-1372



IN REPLY REFER TO

A7615 (PGSO-OV)

November 8, 1999

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

On November 4, 1999, the National Park Service's Pacific Great Basin Support Office hosted a training session about fire safety and building evacuation techniques. The information for the course was provided by Lieutenant Fernando Juarez of the San Francisco Fire Department. His presentation was very informative and well received. In fact, we are hoping to arrange a return visit so that he can reach a wider audience.

Please pass on our appreciation to Lieutenant Juarez for a job well done, and thank you again for allowing him to participate.

Sincerely,

Kathy Clark

Park Ranger, Pacific Great Basin Support Office



Inter-Office Memo

DATE: November 17th, 1999
TO: Robert Demmons
Chief of SF Fire Department
FROM: Victor Korinzer
Chief Engineer
SUBJECT: Fire Warden Training
100 Spear Street

I just wanted to send you a short note about the Fire Warden training that we had on Tuesday, November 16, 1999. I personally felt that this meeting was a real success. Lieutenant Fernando Juarez seemed very well informed about the topic and presented it in concise fashion. Fernando Juarez has the knowledge and the ability to communicate and keep our tenants in-tune with the meeting. I would like to personally express my thanks to Lieutenant Fernando Juarez for such an informative meeting.

Sincerely,


Victor Korinzer
777-9016

cc: Fernando Juarez

BENJAMIN FRANKLIN MIDDLE SCHOOL
1430 Scott Street
San Francisco, CA 94115
749-3476

December 3, 1999

Chief Robert Demmons
698 2nd Street
San Francisco, CA 94107

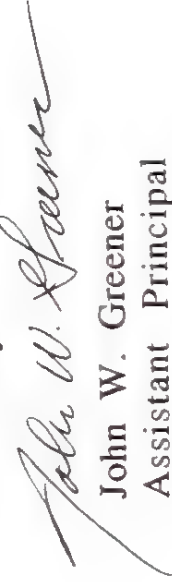
Dear Mr. Demmons,

I would like to thank the San Francisco Fire Department for making possible the fire safety presentation that Lt. Fernando Juarez provided this morning to our faculty.

Our teachers and some of our paraprofessionals were present. Mr. Juarez was well prepared and organized in making his presentation. All of the staff I talked with afterwards thought he provided valuable, life saving information. He went beyond what we should do at school to familiarize us with what we might do at home.

I hope your funding continues so that you will be able to provide others in the San Francisco community with similar presentations. Please make sure Lt. Juarez receives a copy of this letter. Thanks again!

Sincerely,


John W. Greener
Assistant Principal

November 29, 1999

Chief Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA, 94107

Dear Chief Demmons,

I wanted to write this letter in support of the San Francisco NERT program and to stress how much it educated our family.

Prior to this course I had never used a fire extinguisher and only knew about the myths of earthquakes.

After taking this course, I feel empowered and able to cope with a disaster rather than being reliant on others and a strain on public services. I now feel confident that I can assist the city, friends and family in some way during a disaster!

I would recommend that all residents of the bay area take a course like NERT to better prepare themselves, their friends and family for the earthquakes that will strike this region.

In addition, the San Francisco fire department should be commended on their dedication and outstanding efforts in regards to this program.

Best Regards,



Julie & Dirk Kessler
4710A 17th Street
San Francisco, CA, 94117

